

DIRECTOR OF COMMUNITY DEVELOPMENT
Right Sharing of World Resources (RSWR)

Job Description

Right Sharing of World Resources (RSWR) is an independent Quaker not-for-profit organization sharing the abundance of God's love by working for equity through partnerships around the world and encouraging those with diverse resources to embrace our shared responsibility for one another's well-being. RSWR partners with women to establish or expand micro-businesses in India, Kenya, Sierra Leone, and Guatemala. RSWR trains groups of women and then makes a grant to the group to establish a long-term, self-managed, revolving loan fund. These processes lead to strong mutual support within the group, improvements in health and education of the family, and strengthened leadership of women in their communities. RSWR continues to provide mentoring and training as needed for three years after the grant is awarded.

The Director of Community Development is a senior leadership position responsible for implementation of programs providing the tools to women's groups in India, Kenya, Sierra Leone, and Guatemala to transform the lives of their members. This position is fully remote, supervised by the Executive Director, and requires travel inside and outside of the U.S. The Director of Community Development works collaboratively with many members of the RSWR team. They balance their own personal gifts of visioning, discernment, and planning with deep listening, careful consultation, and strong support for the growth and exercise of similar leadership gifts and skills by many others, both staff and volunteers.

All senior leaders of RSWR responsibly model the culture of the organization, are spiritually grounded and faith driven, and have a deep commitment to Quaker values. The Director of Community Development is a leader in the RSWR philosophy of respecting the dignity, agency, and knowledge of each member of the RSWR team and our women partners.

Desired Qualifications:

- Heartfelt commitment to RSWR's [vision and mission](#). Called to serve humanity.
- Cross-cultural competency
 - Experience creating partnerships across cultures and commitment to ending old patterns of charity and condescension
 - Demonstrated partnership with women in under-resourced communities
 - Fluency in spoken Spanish, and spoken and written English
- Creative leadership
 - Creative thinking, curiosity, flexibility
 - Able to motivate and inspire others
 - Capable of seeing the big picture and anticipating potential future scenarios
 - Servant leadership, respecting and cultivating the leadership of others
 - Honesty in communication while respecting cultural differences

- Project management skills
 - Ability to work on multiple projects
 - Excellent written and oral communication skills
 - Demonstrated experience with non-profit organizations and project management
 - Demonstrated attention to detail
 - Experience as educator, trainer, or facilitator
 - Proficiency with digital document creation and storage processes such as Google Workspace
- Commitment to the values of the Religious Society of Friends
- U.S. citizen, permanent legal resident, or person with U.S. work visa.

Duties and Responsibilities:

General Leadership

- Cultivate passion for the mission and programs of RSWR throughout the organization and beyond.
- As a member of the RSWR senior leadership team, work with the Board to develop and articulate a clear vision and major goals for all RSWR programs. Assist with the development and implementation of the strategic plan for RSWR.
- Work with the senior leadership team to develop an annual budget.

Program Development, Management, and Assessment

- Support Country Coordinators to implement programs consistent with RSWR's general model and distinct to each country.
- Collaboratively with Country Coordinators, implement processes to assess the quality and impact of programs in those countries, using this information to strengthen the programs.
- Facilitate the flow of knowledge and insight among RSWR's five countries.
- Tend to relationships with administrative partner agencies.
- Develop and manage program budgets.
- Travel to partner countries.

Interpretation, Communication and Public Relations

- Assist Advancement Director with communication content.
- Travel within the U.S. to further the work of RSWR.

Personnel Administration and Supervision

- Select and contract with Country Coordinators. Manage their ongoing relationships with RSWR.
- Implement processes to assess and improve team performance, addressing problems when necessary.
- Manage staff development funds with Country Coordinators.

Support for Board and Committees

- Prepare for and attend all Board and Program Committee meetings.
- Facilitate engagement of Board members in policy decisions relevant to RSWR programs.

Hours: Full Time (Exempt)
Supervisor: Executive Director
Supervises: 10 Country Coordinator contractors
Job Location: Remote, in the U.S.
Compensation: Paid holidays/sick/vacation time, medical insurance, 403(b)
& Benefits retirement plan. Salary commensurate with experience and location/cost of living; range \$70,000-\$80,000 per year.

RSWR is not able to sponsor a U.S. work visa for international applicants.

Right Sharing of World Resources is an Equal Opportunity Employer. We are a stronger organization when we have an inclusive staff. We are committed to providing equal employment opportunities to all applicants and employees without regard to race, color, sex, sexual orientation, gender identity, national origin, age, disability, protected veteran status, genetic information, or any other characteristic protected by applicable law.

Interested? Please submit the following items to hr@rswr.org with “Director of Community Development” and your last name in the email subject line:

- current resume
- cover letter that includes how you heard about the position and why you want to be considered
- contact information (phone & email) for three or more references, at least two of whom are professional references
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Review of applications will begin **April 1, 2025** and continue until the position is filled.