



JOB ANNOUNCEMENT

Managing Director

Stopping Stones

Stopping Stones is an early-stage public art initiative, with the bold mission of constructively and concretely addressing the history of slavery in America. The project is designed as a form of historical reparations that recognizes how pivotal the institution of slavery was to the development of our country, bring attention to the prosperity and wealth it generated for many, and acknowledge the gratitude owed to those whose blood, sweat and tears created it without compensation.

Stopping Stones is planned as a broadly distributed, grass-roots driven engagement initiative to highlight the roots of racism and other forms of dehumanization and discrimination and reverse their echoes. This will be achieved by providing community sponsors with small, hand-embossed brass memorial plaques bearing the names individual persons enslaved in early America. They will then be ceremonially embedded as permanent reminders in walkways where enslaved persons were held.

Open Position

Stopping Stone seeks a driven, inspired, and energetic **Managing Director (MD)**. The Stopping Stones MD is responsible for growing this early stage endeavor to engage large numbers of people in addressing the history and echoes of American slavery. Its core initial strategy is to recruit local sponsors and their supporters to memorialize the names and stories of individual enslaved Africans and African Americans in the places they were held. The MD will work in partnership with the endeavor's founder and be responsible for its rapid development to scale for continuing impact.

The ideal candidate is committed to Stopping Stones' mission, is flexible and effective in a fast-paced environment, and possesses the ability to serve as a powerful force for truth-telling.

Responsibilities include:

The MD will provide public-facing leadership, with priority placed on organizational development, stakeholder engagement, advocacy, fundraising, marketing and communications. The MD will also work with a small team on overall management, and help build out a national team to support operations, financing, fundraising, fiscal oversight, event planning, volunteer logistics, and educational programs.

Leadership & Management:

- Ensure consistent quality of finance and administration, fundraising, communications, and systems; recommend timelines and secure resources needed to achieve the strategic goals.
- Actively engage and energize Stopping Stones' volunteers, board members, event committees, partnering organizations, and funders.
- Develop, maintain, and support a strong Board of Directors; seek and build board involvement with strategic direction for operations.
- Lead, coach, develop, and retain Stopping Stones' team, as the project expands.

Fundraising & Communications:

- Expand revenue generating and fundraising activities to support existing program operations and expansion.
- Deepen and refine all aspects of communications—from web presence to external relations with the goal of creating a stronger brand.
- Use external presence and relationships to garner new opportunities.

Qualifications

The ideal candidate for Stopping Stones' MD role will:

- Have a proven network leadership and management skills demonstrated in early stage enterprises or organizations that scaled to success.
- Have experience in developing and managing a comprehensive business plan in a not-for-profit or business enterprise, and leading its execution.
- Be a proven “doer”, highly organized, trustworthy, diplomatic, collaborative, and energetic.
- Have a deep appreciation of the echoes of enslavement and other forms of dehumanization that reverberate in American society today.
- Have an interest in/experience with using public art to spur social change.
- Have experience in leading the use of social media and other approaches to promote and market an endeavor.
- Have a background working with culturally and politically diverse communities and leaders.
- Be able to travel extensively and be accustomed to telecommuting.
- Work both independently & collaboratively.
- Have strong conceptual and critical thinking skills.
- Be passionate about the work and able to communicate it to others.
- Have excellent written and personal communication skills.

To Apply

Qualified applicants should send their resume, 3 references, and a cover letter. In addition, please submit answers to the questions below (*limited to 300 words*). In addition, please include a writing sample of no more than 2 pages, and three professional references to epa@joinervalley.com with subject line: **“Last Name, First Name, Managing Director”**.

- Describe your experience working with a startup or early stage endeavors.
- Describe your passion for African American culture and history, and what informs it.

Salary commensurate with experience. Competitive benefits. Only applicants selected for interviews will be contacted. Although Stopping Stones is based in Vermont, the opportunity to work remotely can be discussed on a case-by-case basis. The MD is directly accountable to the founder and will be supported by a team of outstanding, expert advisors and a strategic consultant.

Stopping Stones is an equal opportunity employer. All qualified applicants will be considered for employment without unlawful discrimination based on race, color, creed, national origin, sex, age, disability, marital status, sexual orientation, military status, prior record of arrest or conviction, citizenship status, or current employment status.

Stopping Stones values diverse experiences, including with regard to educational background. We depend on a diverse staff to carry out our mission.

For more information about Stopping Stones, visit our website at StoppingStones.org.