



ASSOCIATION ON AMERICAN INDIAN AFFAIRS

Protecting Sovereignty • Preserving Culture
Educating Youth • Building Capacity
SINCE 1922

PROGRAM DIRECTOR

Position Description and Directions to Apply

Be part of our growing team!

Join the Association on American Indian Affairs to support our vision to create a world where diverse Native American cultures and values are lived, protected and respected!

The Association on American Indian Affairs is the oldest American Indian advocacy organization in the United States. It has a rich tradition of serving Indian Nations and their citizens all across Indian Country. The Association develops national policy and capacity building programs to protect Tribal sovereignty, preserve culture, educate youth and build capacity. The Association works at both the grassroots and national levels to seek solutions and policies that empower Tribal self-determination and sovereignty. The Association's vision is to create a world where diverse Native American cultures and values are lived, protected and respected.

Job Purpose

This position is an executive key employee (exempt) position overseen by the Executive Director. The Program Director shall be responsible to lead and facilitate the organization's programmatic activities including, but not limited to: cultural resource preservation and sacred site protection, repatriation, Tribal sovereignty, Indian child welfare, juvenile justice, missing and murdered, federal acknowledgment policy, language preservation and revitalization. This is an outstanding opportunity for a highly motivated professional to assume a pivotal role in the evolution of a highly respected 100-year old organization.

Duties and Responsibilities

- Ensures successful implementation of all programs and is responsible for day-to-day program activities;
- Creates business plan strategies for each program area and works toward carrying out those strategies successfully;
- Develops appropriate processes and reporting for program areas;
- Recruits staff as needed and provides orientation, supervision, evaluation and staff training;
- Develops and maintains linkages with program partners;

- Accountable for compliance and reporting for grant funded programs;
- Nurtures meaningful relationships with Tribal Nations, Indigenous Peoples, Tribal and non-Tribal organizations and the public;
- Provides training and technical assistance for program areas;
- Works in partnership with the Executive Director to carry out the organization's vision, mission and goals; and
- Works professionally with strong organizational skills and is considerate and respectful of all people.

Qualifications

1. Bachelor's degree in relevant field such as history, sociology, public policy, law or organizational development required.
2. Minimum of five years of demonstrated experience managing programs of similar size and demographics.
3. Minimum of two years of demonstrated experience supervising staff.
4. Experience working with Tribal Nations and Indian Country issues is required.
5. Strategic vision and agility that enables the organization as a whole to think strategically, anticipate future consequences and trends, and incorporate them into holistic program plans.
6. Credible, confident and articulate with proven written and verbal presentation and negotiation skills.
7. Team-player who can build rapport with various groups and organizations.
8. Computer experience working with spreadsheet and word processing software programs, especially Office 365.
9. Responsible for the preparation and timely submission of all program, contract and grant reports, including monthly, quarterly and/or annual reports to the Executive Director.
10. Able to meet tight deadlines and remain calm under pressure.
11. Works with honesty and integrity.

Working Conditions

This office is in Rockville, MD. Travel is required to Washington, DC and other domestic and international locations. This job operates in a professional office environment. This role routinely uses standard office equipment such as computers, phones, photocopiers, filing cabinets, etc. The physical demands required for the position are representative of those that must be met in an office environment. This position requires the ability to occasionally lift office products and supplies, up to 30 pounds.

Term of Position

The Program Director is overseen and evaluated by the Executive Director on at least an annual basis based on elements of the Association's Strategic Plan and other professional and non-profit standards. The salary, term and benefits shall be included in a Program Director contract. The Association is prepared to discuss an attractive non-profit compensation package, with certain benefits beginning after a probationary period.

Application Process:

Please provide the following documentation by email only to Shannon Keller O'Loughlin, Executive Director & Attorney, at general.aaia@Indian-affairs.org.

1. Cover letter describing how your expertise and goals fit with the organization's vision, mission and goals:

VISION

The vision of the Association is to create a world where diverse Native American cultures and values are lived, protected and respected.

MISSION

The mission of the Association is to lead the grassroots fight to protect Native American Cultural Sovereignty.

GOALS

The Association's goals are to protect sovereignty, preserve culture, educate youth and build capacity.

2. Current resume.
3. Writing sample of at least 750 words, but no more than 1500 words.
4. Professional references for at least 3 individuals you have worked with or for.

The position is open until filled. You will be notified as soon as possible that your application was received.