



SUSTAINABLE FORESTRY AND AFRICAN AMERICAN LAND RETENTION NETWORK

Position Announcement

Network Strategic Growth Lead

Location: Remote with 40% travel

Employment Duration: Full Time Regular – Independent Contractor

Salary range: \$65,000 - \$85,000, depending on qualifications

Who is SFLR?

The Sustainable Forestry & African American Land Retention (SFLR) envisions a world where African American landowners are empowered to protect, control and enhance their land assets through forestry, agriculture, and conservation – all while building a generational legacy of life on the land.

The SFLR Network exists to create a sustainable system of support for African American land and forest owners that significantly increases the value of African American-owned forests through sustainable forestry practices, land retention services, technical assistance, and more.

We work collaboratively across our eight network sites to convene landowners and forestry leaders, to raise funds to support landowner services on the ground, to train emerging conservation leaders, to amplify African American land stories, and to advocate for equitable land policies.

The SFLR Network is rooted in 8 states: Arkansas, Alabama, Georgia, Mississippi, South Carolina, North Carolina, Virginia, Texas

How Your Role Amplifies Impact

SFLR is able to support several foresters and landowners around the country because of the work done at the eight sites. As a member of the SFLR team, you will serve as a maximizer of this Network as we work to grow our impact through our growing network. You will lead



the recruitment and onboarding of new sites by working alongside the network sites as a resource and advisor to strengthen their operations and eventually, their impact. In order to evaluate their internal programs, processes and structures, you will track critical data as it relates to grants and to ensure that sites are in compliance. This role is about making the most of every opportunity and supporting our SFLR Network sites in reaching their fullest potential.

What a Day Looks Like – Your roles and responsibilities

Growing and Developing the SFLR Network

- Responsible for driving engagement and retention internally and externally by providing direction and enthusiasm
- Establish and lead communication to ensure Network members remain engaged and informed on Network operations and activities
- Work closely with the Network in efforts to welcome, connect, support and engage the Network leaders
- Lead in a manner to advance our mission and vision
- Develop and implement a strategic roadmap to maximize engagement and generate network growth
- Work closely with the executive director to lead, direct, and support growth of the Network
- Develops operating policies and procedures for maintenance and consistent growth of the Network

Grants Management

- Work closely with Executive Director to ensure Network members are in compliance with federal guidelines and meet deadlines
- Oversee full lifecycle of grants, including reporting requirements, budgets, metrics, and monitoring progress on grant goals
- Communicate the SFLR's grantmaking priorities, success, and grantee impact to internal and external stakeholders through various channels
- Has vast experience and comfort managing change, adapting to quickly changing situations, and realigning priorities
- Track progress toward organizational and programmatic outcomes and goals to evaluate impact and course correct as needed
- Work closely with Executive Director to draft compelling progress reports and updates to capture programmatic success
- Maintain master calendar of grant deadlines, etc.
- Assure appropriate accounting of expenditures and monitoring of subaward expenditures
- Follow internal procedures for grant development and deployment, coordinating closely with network site members
- Proficient in database management, Microsoft Office Suite, Google Suite, and other computer skills, as needed.



Who would be a perfect fit for the SFLR Network? (Preferred Skills)

You do not have to fit all these requirements! If some of these align with you, we encourage you to apply. We value team members with strong experience and a determination to learn

- Bachelor's or Master's Degree
- Strong administrative skills and self-motivated with the ability to set priorities and manage several tasks
- Ability to work under pressure and respond to deadlines without sacrificing quality
- Analytical, organizational, and communication skills
- Worked a minimum of three years in nonprofit engagement and grants management
- Strong written and verbal communication skills
- Experience in program budgeting and program management
- Experienced cultivating and maintaining relationships with grantees and partners, including a deep understanding of priorities, concerns and needs of various stakeholder relationships and how to navigate them
- Ability to apply an equity lens during internal and external engagements, ensuring that our solutions and strategies are centered on principles of equity and belonging
- Ability to learn in a face-paced environment
- High energy and positive attitude to work with varying site members and address their needs
- Must have the ability to handle conflicts and successfully manage multiple projects concurrently
- Strong organizational and time management skills
- Strong attention to detail and interpersonal skills
- Experience with forestry and conservation (Not required, but a plus)

Work Environment

The Network Strategic Growth Lead will primarily be a work from home position based in the Southeastern United States, though we will consider great applicants from other regions. The position has the ability, and willingness, to travel up to 30% of the time. Additionally, evening and weekend work may be occasionally required.

The SFLR Network Team Values:

Life and work harmony

Balance isn't always possible, but harmony is worth the reach. On the SFLR Network team, we value the holistic wellbeing of our team members and collaborate to help life and work dance together in ways that are good for you and for our organization.

Finding the creative solution

When we reach roadblocks and barriers, we value stepping back, gaining perspective, and looking at challenges with new eyes. Where we don't see possibilities, we create them.



Faithfulness in the little things

There's no such thing as a small or unimportant task. The period at the end of a sentence. A thank you card for a job well done. Whatever the details are, they matter. We attend to them with care.

Steady growth towards greatness

Great work is created one step at a time. Through audacious goal setting, giving and receiving feedback, and being dedicated to growth as individuals and a team, we take daily steps towards the great impact we hope to have in the world.

Compensation

This is a one-year contract position funded by the US Endowment for Forestry and Communities. There is an expectation of becoming a full-time, permanent position of Network Strategic Growth Lead for the SFLR Network once incorporated. The salary range for this position is \$65,000 - \$85,000. As an independent contractor, the individual will be responsible for all taxes and assessments related to these earnings and is not eligible for Endowment employee benefits (healthcare, PTO, retirement, etc.). The contractor must supply their own equipment. Travel expenses will be reimbursed.

How to Apply

Please compile the following and email them to Jordyn Robinson, jordyn@sflrnetwork.org:

- **Cover letter**
- **Resume**
- **A link to a 3-minute video** sharing who you are and why you're interested in joining the SFLR Network Team. (Note that we will only review 3 minutes of your video, so if you send a longer video, we will watch no more than the first 3 minutes.)

If you have any questions about this role, email our Executive Director, Bethaney Wilkinson, bethaney@sflrnetwork.org.

