

# One Generation, a project of Tides Center

## Job Description

### Director, Being a Good Relative Initiative

#### Position Overview

One Generation, a project of Tides Center, currently has a full time opportunity for the Director of the Being a Good Relative (BAGR) initiative. The Director provides strategic leadership for the Being a Good Relative statewide initiative, working to transform educational systems across New Mexico by centering Native voices, advancing culturally and linguistically responsive practices, and strengthening policy, partnerships, and activating parent and families leadership to achieve success and wellness of Native students. This position leads all aspects of the initiative, including outreach, policy advocacy, and district partnerships.

#### Key Responsibilities

##### Strategic Leadership

- Provide overall vision and strategic direction for the BAGR initiative while creating momentum among the community
- Oversee implementation of the Three Sisters model (Outreach, Policy & Awareness, Partnerships)
- Lead initiative planning, monitoring, and evaluation
- Supervise and support two staff positions

##### Partnership Development

- Cultivate and maintain partnerships with schools, districts, tribal governments, and community organizations
- Negotiate and manage formal partnership agreements with 3 partner school districts and community-based organizations and technical assistance providers.
- Serve as primary liaison to principals, state and federal representatives, superintendents, school boards, and tribal leaders
- Build relationships with state and federal agencies and policymakers

##### Policy & Advocacy

- Advocate for Native student success at tribal, local, state, and federal levels
- Represent BAGR in public forums, media engagements, and policy discussions
- Provide coaching to superintendents and school boards on implementing culturally responsive policies

##### Resource Development

- Lead fundraising efforts, grant-writing and reporting to sustain and expand the initiative
- Manage overall initiative budget and ensure fiscal accountability

- Oversee distribution and monitoring of sub-grants
- Create and implement effective internal systems

## Qualifications

### Required

- Bachelor's degree in education, public policy, social sciences, tribal governance, social entrepreneurship or related field
- Minimum 7 years of experience in education reform, tribal leadership, community organizing, or nonprofit leadership
- Demonstrated experience working with Native communities and understanding of Native educational sovereignty and self-determination
- Understanding of systems change, community organizing and social change movements
- Strong track record in partnership development and stakeholder engagement
- Experience managing staff and complex, multi-faceted initiatives
- Excellent written and oral communication skills

### Preferred

- Native American heritage and/or deep cultural knowledge of tribes, nations and pueblos across the region and positive track record with Native American communities
- Experience with education policy, community engagement and advocacy in New Mexico
- Grant writing and fundraising experience
- Knowledge of Martinez-Yazzie decision and New Mexico education law and federal BIE systems
- Bilingual

## Compensation

Salary Range: \$90,000 - \$120,000 annually, commensurate with experience. Comprehensive benefits package including health insurance, retirement contribution, and paid time off. One Generation, a project of Tides Center is an at-will employer. This position is grant funded and expected to last the duration of the project.

## Location

This is a remote role; however, candidates must reside in Northwest New Mexico (Gallup, Farmington, or surrounding are preferred) to support regular travel throughout New Mexico with occasional overnight stays.

Please submit your resume and a cover letter to Lillian Parker at [lparker@tidescenter.org](mailto:lparker@tidescenter.org)