

Senior Program Officer, State Strategies

The Collaborative for Gender + Reproductive Equity (CGRE) cultivates new donors and raises new funds for game changing state-focused investments that advance gender, reproductive, and racial equity in the United States. CGRE provides funding to unite advocates across issue silos; defend gender, reproductive, and racial equity; and work towards a future where every person has the resources and autonomy to thrive. CGRE's Advisory Committee (AC) of funders learns together with field experts, amplifying the impact of their giving, and accelerating change in five-year increments. CGRE's approach focuses on three core areas of work: Judicial Strategy, Movement Power, and Majority Building. Since launching five years ago, CGRE has deployed over \$200 million in funding to grantee partners.

The Gender Equity Action Fund (GEAF) is an independent, aligned 501(c)(4) organization dedicated to advancing gender, reproductive, and racial equity through state-centered investments working with communities underrepresented in voter mobilization, policy change, and nonpartisan judicial efforts. GEAF is guided by a committed community of engaged donors and leading field experts who serve on its Advisory Board (AB), bringing together the expertise and passion needed to shape its impactful initiatives.

CGRE and GEAF, both fully virtual organizations, are fiscally sponsored by Rockefeller Philanthropy Advisors and the North Fund, respectively. Rockefeller Philanthropy Advisors, the 501(c)(3) fiscal sponsor for CGRE, is the hiring entity. Learn more at cgre.org and geaf.org.

The Role

The Senior Program Officer, State Strategies, will work collaboratively with the Chief of Programs, other team members, and consultants to implement program strategies that deliver impact and advance gender, reproductive, and racial equity. Specifically, the Senior Program Officer (SPO) manages the movement power and state-judicial grantmaking strategy of both CGRE + GEAF in select states. The SPO maintains relationships with grantees, serves as a partner for their needs and requests, manages grants, tracks emerging

trends, and synthesizes information and learnings internally. They are also an active member of the larger CGRE + GEAF teams. This is a newly-restructured, US-based, remote role that requires periodic travel.

Primary Responsibilities

- + Collaboratively implement the CGRE + GEAF state-based grantmaking strategies in selected states, including reviewing proposals and reports, drafting grant recommendations, tracking field and grantee developments, and supporting relevant written metrics and evaluation reporting.
- + Maintain an assessment of each state's strategic landscape and advocacy ecosystem.
- + Conduct thorough analysis of strategic and programmatic data and craft clear recommendations in written and verbal form.
- + Nurture existing and foster new relationships with grantee partners and other stakeholders in assigned states, and report on progress and impact of grantee partners.
- + Coordinate and participate in meetings with grantees, including site visits, partnership meetings, and check-ins.
- + Assist in ensuring additional grantee supports, including capacity building, networking, and technical assistance.
- + Maintain and nurture relationships with field leaders, organizations, and peer funders to spur program development, foster collaboration, and contribute to the field.
- + Coordinate work across CGRE + GEAF related to state grantmaking strategies, working collaboratively with other team members in grants management, operations, communications, and development.
- + Plan and manage the work of state strategy consultants.
- + Represent CGRE + GEAF on calls, meetings, and webinars with other funder allies and grantee partners.
- + Travel for grantee visits, Advisory Committee/Advisory Board meetings, conferences, and staff retreats.

- + Be an active, collaborative, and supportive member of the 10-person CGRE + GEAF teams, helping to practice organizational values and advance organizational priorities.

Qualifications

- + 10 years of experience, including a minimum of 7 years of progressive, relevant experience working in state-based (or regional/multi-state) advocacy, social change, movement building, political organizing, and/or issue campaigns related to democracy, gender, reproductive, or racial equity with an understanding of the intersectional nature of these areas.
- + Skilled strategist with a passion for advancing gender, reproductive, and racial equity.
- + Demonstrated skills and relationships across a combination of power building, issue-specific advocacy, and/or voter engagement and campaign strategies *at the state level*.
- + Experience working across both 501(c)(3) and 501(c)(4) entities is required.
- + Proven skill in building trusting and caring relationships.
- + Ability to conduct thorough analysis of strategic and programmatic data.
- + Experience in state-level judicial strategies, tactics, and elections, as well as prior experience with grantmaking are a plus but not required.
- + Ability to work effectively in a lean, fast-paced environment; adaptability and flexibility in the face of change.
- + Discretion and ability to maintain the highest level of confidentiality with regard to the grantmaking, funding, and personnel matters.
- + Excellent written and oral communication skills with various audiences, including board members.
- + Comfort balancing programmatic and administrative tasks, and working collaboratively with a small team.
- + Ability to travel to visit grantee organizations, as well as attend conferences, CGRE + GEAF Advisory Committee/Advisory Board meetings, and staff retreats.

This is a U.S.-based role, reporting to the Chief of Programs who is based on the west coast. However, we encourage qualified candidates from across the U.S. to apply, as the position is fully virtual.

Compensation + Benefits

Pay Range: \$150,000–\$165,000 salary per year. The range listed is one component of the total compensation package for employees.

The SPO will be employed by CGRE's fiscal sponsor, Rockefeller Philanthropy Advisors (RPA), and seconded to work on GEAF. RPA offers a competitive benefits package including health, dental, and vision coverage; 401(k) with up to 9% employer contribution; four weeks of vacation; and unlimited sick time. They must be able to work remotely within the U.S. and come equipped with virtual office tools, including the technology to support remote work. Work laptops and phones are required and provided. IT support, work-related upgrades, and web applications are provided as needed.

To Apply

To apply, please submit your resume and a cover letter that speaks to how your experience has prepared you for the SPO role as described above. We are particularly interested in learning about your state-level experience.

CGRE has a multi-step recruiting process that includes interviews with the recruiter, Chief of Programs, and CGRE staff, as well as an exercise that reflects the role's primary responsibilities. Final interviews are with the Executive Director.

Please send application materials with the subject line: *Senior Program Officer* to hire@cgre.org. Applicants applying by July 11, 2025 will be given priority consideration, with the position open until filled.

Rockefeller Philanthropy Advisors celebrates the uniqueness of our staff, our partners, and the communities we serve. We are committed to inclusion with the goal of cultivating a culture of belonging and acceptance. We strive to embed this value in our philanthropic work to advance a more just, equitable, and sustainable world. RPA is an equal opportunity employer.