

Lead What's Next. Build What Lasts.

AUGUST 2026

NOW HIRING

Director, MN LEAD

BLACK COLLECTIVE FOUNDATION MN

APPLY NOW →

In partnership with



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About Black Collective Foundation MN



As Minnesota's first Black community foundation and a national pioneer in culturally specific philanthropy, the Black Collective Foundation MN partners with individuals and institutions to invest boldly in organizations, leaders, systems, and ideas — advancing a more just Minnesota where Black people and all people are holistically well and living with dignity, power, and prosperity.

Beyond direct investment, the Foundation strengthens and connects the broader ecosystem working toward racial equity and justice through partnerships, capacity building, and strategic grantmaking. MN LEAD is one of its signature initiatives — a statewide, multiracial effort designed to ensure that organizations and leaders navigating today's legal, political, and narrative pressures are not

OUR MISSION

As Minnesota's first Black community foundation and a national pioneer in culturally specific philanthropy, The Collective partners with individuals and institutions to invest boldly in organizations, leaders, systems, and ideas—advancing a more just Minnesota where Black people and all people are holistically well and living with dignity, power, and prosperity.

OUR WORK

We also strengthen and connect the broader ecosystem working toward racial equity and justice through partnerships, capacity building, and strategic investment.

MN LEAD

MN LEAD is one of the Foundation's signature multiracial statewide initiatives, designed to meet an unprecedented moment. As legal, political, and narrative attacks on race-conscious work intensify, alongside escalating federal enforcement actions and threats to community safety, organizations and leaders across Minnesota are under extraordinary pressure.



An Opportunity to Help Shape Minnesota's Future

kpCompanies is honored to partner with the Black Collective Foundation MN to identify the next Director of MN LEAD (Minnesota Legal Education, Advocacy and Defense)—a statewide multiracial initiative supporting nonprofit organizations, philanthropy, and systems change leaders as they navigate an increasingly complex legal, political, and funding environment.

MN LEAD is not a start-up initiative. The vision has been established. Strong relationships already exist. The work is underway. What is needed now is a collaborative leader who can transform momentum into measurable impact.

The Director will help coordinate and strengthen one of Minnesota's most important initiatives by bringing focus, implementation, trusted partnerships, and thoughtful execution to work that matters deeply to communities across the state.

Working closely with the Foundation's President and CEO and a small, highly collaborative team, the Director will represent MN LEAD with nonprofit, philanthropic, legal, government, and community partners.

The ideal candidate is equally comfortable thinking strategically and executing thoughtfully. They bring clarity to complexity, build trusted relationships, organize people and resources, and confidently move important work forward. Most importantly, they are energized by turning vision into meaningful, measurable impact.



Leadership is not about having all the answers. It's about building the collective power to create lasting change.



Why This Role Matters

MN LEAD exists for this moment. As organizations navigate an increasingly complex legal, political, and funding environment, they need trusted partners who can connect them to timely information, practical resources, and one another. This role exists to ensure those organizations are supported—not just when challenges arise—but as they build stronger, more resilient futures.

The Director will help transform an established vision into sustained action by leading programs, strengthening partnerships, and helping leaders across Minnesota navigate an evolving landscape with confidence.

For the right person, this is a rare opportunity to help shape an initiative that matters—to communities, to the sector, and to Minnesota.

KEY RESPONSIBILITIES

30%

Strategy & Program Implementation

- Lead the strategic implementation and continued evolution of MN LEAD's core initiatives.
- Translate strategic priorities into actionable work plans, timelines, deliverables, and measurable outcomes.
- Drive execution across multiple initiatives while ensuring commitments remain on schedule and aligned with organizational priorities.

25%

Relationship and Coalition Building

- Build and sustain trusted relationships across nonprofit, philanthropic, legal, government, democracy, and immigrant-support organizations.
- Strengthen cross-sector partnerships that advance MN LEAD's mission.
- Represent MN LEAD with local, statewide, and national partners.

20%

Trainings and Sector Support

- Lead statewide trainings, convenings, and educational opportunities.
- Identify and engage attorneys, policy professionals, communications experts, and other subject-matter experts.
- Ensure leaders receive timely, practical, and actionable information.

15%

Information Navigation, Resource Connection and Communications

- Monitor legal, policy, political, and sector developments.
- Identify trusted experts and credible resources.
- Exceptional communicator who builds trust, facilitates collaboration, and translates complex ideas into clear action.

[VIEW FULL POSITION PROFILE](#)



EQUITY, SALARY DISCLOSURE, AND EQUAL OPPORTUNITY

kpCompanies believes in and is committed to practices that create real equity and pay parity for all, regardless of background or identity. As part of this commitment, we discuss compensation transparently with every qualified candidate during their first interview to ensure that no one is left guessing or disadvantaged in the process.

The expected salary range for this role is **\$90,000 to \$100,000**, commensurate with experience and internal equity. We anticipate the final salary will reflect the selected candidate's background, leadership experience, and overall alignment with the role. In addition to salary, this role comes with a comprehensive benefits package, including healthcare stipends, retirement plan options, generous paid time off, and flexibility for work-life balance. Even if this range does not fully align with your current compensation target, we still strongly encourage you to apply. There may be flexibility based on the full scope of experience. We believe compensation transparency is an essential step toward building a truly inclusive and equitable workplace.

The Black Collective Foundation MN and kpCompanies are equal opportunity employers.

All applicants are considered without regard to race, color, religion, creed, national origin, ancestry, sex, pregnancy, gender identity or expression, sexual orientation, age, disability, genetic information, marital status, military or veteran status, citizenship status, or any other characteristic protected by applicable law. MN LEAD is a multiracial initiative, and candidates of all racial and cultural backgrounds are encouraged to apply.

The Next Chapter Begins *With You.*

If you're inspired by meaningful work, collaborative leadership, and helping strengthen organizations that serve communities throughout our state, *we'd love to hear from you.*

DIRECTOR, MN LEAD

SEARCH AUGUST 2026

READY FOR THE NEXT STEP?

CONFIDENTIALITY

All inquiries and submissions will be handled with the utmost confidentiality.

HOW TO APPLY

Interested candidates should submit a cover letter, resume, and salary expectations using the online application on www.kpcompanies.com

CONTACT

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EXECUTIVE SEARCH LED BY KP COMPANIES

*For more than 25 years, we've helped organizations identify the **Key People** who strengthen teams, shape culture, and move important missions forward.*

Thank you for considering the opportunity to help strengthen organizations and communities across Minnesota.

