



JOHN R. OISHEI FOUNDATION

CANDIDATE PROFILE

Community Impact Program Director, Organizational Power (CIPD, OP)

The Community Impact Program Director, Organizational Power (CIPD, OP) is a strategic leader, trusted advisor, and capacity-building partner who strengthens the nonprofit ecosystem by building organizational infrastructure, leadership capacity, and long-term sustainability. This role leads the design and execution of programs that equip nonprofits—particularly those rooted in historically marginalized communities—with the tools, resources, and partnerships needed to thrive and drive systemic change.

Acting as a connector between the Foundation and its nonprofit partners, the CIPD, OP advances racial equity, amplifies community voice, and fosters collaborative impact. As the Foundation serves as a catalyst for innovation, resilience, and shared learning across the sector, this role is central to translating vision into practice.

At the heart of the Foundation's work is our strategic framework, centered on community power building. Comprised of seven interconnected focus areas, this framework helps shape how we partner, invest, and align our work with communities and with our values. A key priority of this work is strengthening the Organizational Power of the nonprofit ecosystem, beginning with Buffalo's East Side.

Our Strategic Framework Focus Areas

Organizational Power

Evolving beyond traditional capacity-building to make larger investments in the staffing, systems, technology, & governance structures that enable organizations to scale, adapt, and sustain community-driven solutions.

Individual

Investing in the individual power people of color hold to support the advancement of purposeful and unified collective action.

Community Asset control and Ownership

Focusing on East Side community control of housing, land, and business to rebalance power, address historic disinvestment and build financial prosperity.

Joy, Restoration, Resilience

Investing in Black joy as a deliberate act of resistance and a declaration of power, restoring what harmful systems have dismantled, and fostering healing.

Collective Community Organizing

Strengthening grassroots groups and coalitions that bring people together to build collective power, shape decisions, and drive systemic change at the neighborhood, city, and regional levels.

Narrative Change

Moving beyond narratives that solely emphasize challenges and "endurance" and instead focusing on existing strengths and how the community can thrive, heal, and achieve peace and liberation.

Policies and Practices

Supporting efforts that change the rules—policies, practices, and systems—that perpetuate inequity, while advancing community-driven solutions that create fairer, more responsive institutions.



This role leads the design and execution of strategic programs that build organizational infrastructure, expand capacity, cultivate equitable partnerships, and equip nonprofits with the tools and resources needed for long-term sustainability. Acting as a strategic connector between the Foundation and its nonprofit partners, the CIPD, OP champions racial equity, amplifies community voice, and fosters collaborative impact. The Foundation serves as a catalyst for innovation, resilience, and shared learning across the sector—and this role is central to that vision.

Key Responsibilities:

- Deploy resources strategically to meet emerging and long-term needs.
- Advance racial equity by elevating historically marginalized voices and dismantling systemic barriers.
- Amplify community voice by enabling nonprofits to authentically engage and co-create with those they serve.
- Strengthen regional vitality by ensuring nonprofits are resilient, adaptive, and positioned for sustained impact.
- Honor lived experiences and the contributions of nonprofit leaders and the communities they serve.

Supervisory Responsibilities:

- Manages and oversees all programs and consultants

ESSENTIAL FUNCTIONS & RESPONSIBILITIES

Strategic Leadership & Vision

- Develop and implement a comprehensive strategy for nonprofit support aligned with the Foundation's mission and goals for racial equity and community power building.
- Serve as a trusted advisor to the VP of Community Impact on nonprofit sector trends and emerging needs.
- Ensure a holistic approach by assessing all framework focus areas for readiness and alignment.
- Engage with grantee organizations to evaluate infrastructure needs, including situation analysis, proposed solutions, deliverables, timelines, and desired outcomes.
- Center lived experience by honoring the expertise of nonprofit leaders and the communities they serve.
- Deploy resources thoughtfully to address both immediate organizational needs and long-term ecosystem priorities.

Infrastructure Development, Capacity Building & Technical Assistance

- Design and manage programs that strengthen nonprofit infrastructure, leadership, and sustainability.
- Provide tailored support through coaching, training, and access to external consultants.
- Deliver direct assistance when appropriate, focusing on governance, strategic planning, succession planning, and organizational design.
- Ensure nonprofits are resilient, adaptive, and positioned for sustained impact.

Equity-Centered Program Design

- Ensure all support services are inclusive, culturally responsive, and prioritize historically marginalized communities.
- Embed equity principles into program evaluation and continuous improvement.
- Lead and expand leadership development initiatives such as Oishei Leaders, Community Conversations for Leaders of Color, Oishei Fellows, Board Chair–Executive Director Dialogues, and executive coaching.
- Strengthen leadership pipelines and organizational power through shared learning and community-informed practice.

General Operating Support

- Guide nonprofits through the Foundation's investment process with clarity, transparency, and strategic counsel.

- Collaborate with Community Impact Program Directors to assess organizational strengths and challenges, supporting infrastructure needs and potential impacts.
- Align grantmaking and capacity investments with long-term organizational and ecosystem outcomes.
- Apply a systems-informed lens to ensure investments strengthen both individual organizations and the broader nonprofit sector.

Community Engagement & Collaboration

- Facilitate alliances, partnerships, mergers, and strategic planning retreats when requested.
- Support organizations in crisis management.
- Build authentic relationships with nonprofit leaders, coalitions, and community stakeholders.
- Foster cross-sector partnerships that amplify collective impact and resource sharing.
- Represent the Foundation in regional capacity-building initiatives such as the Western New York Nonprofit Support Group and Board Strong.
- Deliver workshops on nonprofit skill-building, governance, organizational capacity, and leadership partnerships.

Team Leadership & Management

- Build and maintain a robust pool of consultants to ensure expertise and successful outcomes for grantee organizations.
- Supervise consultants and mentor staff within the support services portfolio.
- Foster a culture of empathy, innovation, and accountability.
- Maintain open communication with Foundation colleagues to identify opportunities for collaboration and mutual benefit.
- Work closely with the Director of Strategy, Research, and Evaluation, and the VP of Strategic Communications on special initiatives.
- Other duties as assigned.

POSITION QUALIFICATIONS

Experience

- 10+ years of experience in philanthropy, community engagement, nonprofit leadership, social justice, or related fields.
- Executive leadership experience in NFP work, in both governance and management arenas.
- Proven track record of advancing equity and building inclusive programs.
- Deep understanding of racial equity, organizational development, and collaborative leadership.
- Possess the ability to work collaboratively and independently to achieve stated goals.
- Excellent written and oral communication skills; demonstrated experience in the ability to communicate with, engage, and inspire a wide range of audiences.
- Strong computer skills (Microsoft Office Word, Access, PowerPoint and Excel)
- Service on NFP Board of Trustees
- Lived experience and/or deep knowledge of communities served, particularly Buffalo's East Side.
- Proven ability to manage multiple portfolios with strategic clarity and operational excellence.
- Experience in senior roles with power-building organizations focusing on systems change, leadership development, narrative change, and/or fundraising.
- Experience having played a role (internal or external) that was critical to an organization's growth and/or increasing its impact and power.
- Experience building and executing programs to organize social justice causes and economic mobility.
- Experience executing community convenings with various stakeholders to inform strategies, build stronger relationships, and build community resources.
- Familiarity with trust-based philanthropy and power-based strategies
- Clear track record of delivering results.

Skills/Competencies:

- Mastery of building meaningful relationships in philanthropy, social movements, and the broader sector.
- Solid research and analytical skills, and the ability to cull and synthesize information from large bodies of knowledge and complex concepts, and draft summaries, analyses, and recommendations.
- Strong commitment to addressing racial inequities and demonstrating anti-racism practices throughout the work.
- Systems thinker with a passion for equity and innovation.
- Comfortable navigating complexity and adapting to evolving priorities.
- Strong interpersonal skills, cultural humility, and a collaborative spirit.
- Ability to apply a broad knowledge of the concepts, practice, principles, and procedures of community investing.
- Ability to effectively coordinate the work of team members.
- Ability to work collaboratively, contribute productively to collective decisions, and execute in alignment with them.
- Excellent oral and written communication skills.
- Familiarity with monitoring and evaluation framework
- Strong project management skills, demonstrated through previous projects managing multiple internal and external stakeholders (e.g. working across organizations)

LOCATION & OFFICE EXPECTATIONS

The successful candidate must be based in or willing to relocate to Buffalo, New York, and will be expected to be in the Foundation's office at least 3 days per week (Tuesday, Wednesday & Thursday). The candidate may need to be in the office or community more than 3 days a week, depending on their specific tasks and responsibilities.

COMPENSATION & BENEFITS

Salary for this role is anticipated to range from \$130,000 - \$155,000 commensurate with experience. A comprehensive benefits package includes 401k (7% match), as well as health, dental, and vision insurance (100% family coverage by employer).

EEO STATEMENT

The John R Oishei Foundation (JROF) is an Equal Opportunity Employer and considers all candidates for employment regardless of race, color, national origin, religion, sex, age, disability, citizenship, pregnancy, military status, marital status, sexual orientation, or any other characteristics protected by law.

TO APPLY

Please submit cover letter and resume by Friday, January 30, 2026 to perrinassociatesrecruitment@gmail.com, listing the title of position, **The Community Impact Program Director, Organizational Power (CIPD, OP)** within the subject line of the email. Please include in your cover letter your interest in the position and what the East Side of Buffalo means to you.