



## **Positive Women's Network-USA Seeks a Co-Executive Director Team**

**Positive Women's Network - USA (PWN)** seeks an experienced and visionary Co-Executive Director team to lead PWN following the planned departures of their founding Co-ED team, Naina Khanna and Venita Ray. PWN is looking for two Co-EDs who are dedicated to human rights, hold an intersectional analysis of social justice, and have a track record of building collaborative and inclusive relationships within and outside of the HIV field to lead PWN to their next stage of growth.

The Co-Directors of Positive Women's Network-USA (PWN) provide executive leadership for the organization, a fiscally-sponsored project of Movement Strategy Center (MSC), and are responsible for stewarding the organization to develop and execute strategy and goals to achieve its mission, ensure responsiveness and accountability to members, secure organizational sustainability, and nurture positive and productive relationships with key stakeholders.

## **About PWN**

Positive Women's Network - USA is a national membership body of women living with HIV and our allies that exists to strengthen the strategic power of all women living with HIV in the United States. Founded in 2008 by 28 diverse cis and trans women and gender diverse people living with HIV, PWN develops a leadership pipeline and policy agenda that applies a gender lens to the domestic HIV epidemic grounded in social justice and human rights. Our mission is to prepare and involve our members- cis and trans women and gender-diverse people living with HIV- to lead at all levels of policy and decision-making. We bring a racial justice, gender justice, human rights, and economic justice lens to our work.

PWN builds power with a growing and engaged base on issues that matter most to our constituency: racial justice, healthcare, HIV policy, LGBTQ+ rights, reproductive justice, decarceration, and robust social services that promote dignity for all people. We are a

fun, passionate, and collaborative, majority BIPOC team, committed to centering involvement by our membership body.

## Our Vision

PWN-USA envisions a world where all self-identified women living with HIV (WLHIV)\* can live long, healthy, and dignified lives, free from stigma and discrimination. Note: PWN defines self-identified women living with HIV (WLHIV) as including cis and trans women, people of trans experience, non-binary, and gender-nonconforming people living with HIV who choose to be part of PWN's membership body.

## Our Values

We are driven and guided by a core set of values that work to center and maintain our collective beliefs. To actualize these values in all that we do, PWN-USA Co-Directors will need to align with our values.

### **We believe...**

- In the expertise and inherent brilliance of cis and trans women and gender diverse people living with HIV/AIDS. Our priority is to center and be guided by their leadership;
- That our goal is Black liberation, which includes healing and building power with Black cis and trans women;
- In an intersectional analysis of power, including racial justice, gender justice, Black liberation, trans liberation, geographic equity, and reproductive justice;
- In unapologetically building power and securing human rights for communities most impacted by HIV in the U.S. - including Black and Latinx cis and trans\* women and gender diverse people, immigrants of all races, low-income people, queer and trans people, sex workers, and people who use drugs.

## **Leadership Opportunity**

PWN has successfully developed grassroots leadership among cis and trans women living with HIV for 15 years while influencing policy at the local, state, and national levels. The next Co-Executive Director team has the opportunity to lead a financially stable membership-based organization with strong positive relationships with key actors in the HIV and reproductive justice fields. The incoming Co-Executive Directors will build on PWN's firm foundation as a power-building organization to expand PWN's impact and

grow our ability to fight for the liberation that our communities deserve. Key priorities for the Co-EDs include:

### **Strategic Thought Leadership**

PWN has just completed its most recent strategic plan and we are ready to update our strategy to meet the challenges of rising white supremacist terror, transphobia, dismantling of social services, and ongoing attacks on our reproductive freedoms. The Co-Executive Directors will work closely with our Board of Directors and staff to ensure that PWN's direction, strategy, and platform are shaped by the needs, realities, and lived experiences of our members - cis and trans women and gender diverse people living with HIV, especially BIPOC, Southern, and low-income members.

### **Organizational Development and Leadership**

The Co-Executive Directors work collaboratively to ensure that our internal organizational culture, organizational priorities, and external public stance are unapologetically aligned with PWN's core values. They maintain a supportive, collaborative, and challenging working climate, that attracts, keeps, nurtures, and motivates a diverse and high-quality staff reflective of our constituency- primarily BIPOC cis and trans women living with HIV.

### **Board Governance**

The Co-EDs will develop, maintain, and support a robust Board of Directors with strong community relationships, representative of and accountable to our membership base.

## **Candidate Profile**

The ideal candidate(s) will possess the following qualities, skills, and attributes. A full list of qualifications can be found in the detailed job description [here](#).

### **Champion for All Self-Identified Women Living with HIV (WLHIV)**

We define "self-identified women living with HIV (WLHIV)" as including cis and trans women, people of trans experience, non-binary, and gender-nonconforming people living with HIV who choose to be part of PWN's membership body. The PWN Co-Executive Directors are unapologetic champions of this definition both internally and externally. They have the emotional intelligence to build spaces of belonging and community for women of all experiences.

### **Strategic and Visionary Leaders with a Commitment to Black and Trans Liberation**

The Co-Executive Directors will have a deep and complex understanding of the various systems of oppression that impact our membership (anti-Black racism, transphobia, white supremacy, patriarchy, xenophobia, and more ). They will collaborate with our membership to build strategies to address these oppressions that are bold yet practical. At least one member of the Co-Executive Director team has a working understanding of HIV policy in the US and the tactics that can be used to impact that policy in alignment with our values.

### **Facilitative and Collaborative Leadership Style**

The Co-Executive Directors are comfortable sharing leadership with each other and with members of their staff. They view leadership as an opportunity to build meaningful consensus. They lean on the expertise of their staff team while also knowing when to take initiative and make tough decisions.

## **Location**

This position is fully remote and based in the United States. Travel is required.

## **Compensation**

Annual gross pay per Co-Executive Director is \$90,000-\$100,000. Each Co-Executive Director is considered a full-time exempt employee of PWN's fiscal sponsor, the Movement Strategy Center (MSC).

MSC's 100% FTE benefits package includes:

- 20 days vacation leave per year (15 days in the first year of employment due to mandatory 3 months wait period before accrual begins)
- 12 standard holidays and 2 personal days per year;
- 12 sick days per year;
- 1 week paid MSC family and medical leave after one year of service; an additional week of paid leave for each additional year of service, up to 4 weeks;
- Medical, vision, dental for employees and dependents (requires 30 day waiting period and a per pay period employee contribution);
- 100% employer sponsored basic life, short-term and long-term disability insurance coverage;
- Access to a 403b retirement plan.
- Access to FSA and Commuter Benefits plans.

In addition to this, PWN offers:

- A summer respite week with pay
- A two week end of year closure respite with pay

## How to Apply

At this point, we hope you're feeling excited about the job description you're reading. Even if you don't feel that you or your team meets every single criteria, we still encourage you to apply. **Studies have shown that women and people of color are less likely to apply for jobs unless they believe they can perform every job description task. We are most interested in finding the best candidate for the job, and that candidate may come from a less traditional background. PWN is committed to providing professional development and coaching to strong candidates after the hire to support their ability to execute the co-executive director responsibilities.**

Interested parties may apply for the position **individually or as a two-person team** by completing the application form at [this link](#) by **Monday, 12pm ET, October 23, 2023**. For individuals who apply, we will help to match up individual candidates who are invited to the later stages of the hiring process. We strongly encourage Black and Latinx cis and trans\* women living with HIV to apply for these positions. All applications are confidential and references will only be contacted with the applicant's permission.

This search is being conducted by Marsha Davis (she/her) of [Davis Squared Consulting](#). Please submit all questions about the position or hiring process to her at [marsha@davissquaredconsulting.com](mailto:marsha@davissquaredconsulting.com).