



Executive Director Search

Position: Executive Director

Company: Minnesota Indigenous Business Alliance (MNIBA)

Location: Remote, located near or with the ability to travel several times a year to the Twin Cities area

About Us: The Minnesota Indigenous Business Alliance (MNIBA) is a pioneering organization dedicated to fostering and advocating for economic development initiatives in Indigenous communities that transition away from “resource extraction” to the development of “restorative and values-based economies.” We aim to provide a platform for Indigenous businesses to thrive, connect, and collaborate, thereby strengthening the economic fabric of Indigenous peoples worldwide. Our work includes managing the Minnesota Native Artists Alliance (MNAA), a Native Artist-led initiative formed to advance artists’ right to develop, create and protect the past, present and future expressions of their art.

As a small Indigenous-led nonprofit, we are dedicated to making a big impact with limited resources. We are seeking an energetic and versatile Executive Director to lead our organization.

Position Overview: As the Executive Director of the MNIBA, you will lead the organization in its mission to support and advocate for Indigenous entrepreneurs, businesses, and artists. This is a hands-on role that requires a dynamic, resourceful individual capable of handling a wide range of responsibilities.

The Executive Director oversees one full-time IT coordinator and three part time employees: marketing coordinator and two arts program staff.

Key Responsibilities:

1. Partnership Development:

- Identify and cultivate strategic partnerships and alliances with organizations that share our commitment to Indigenous economic development.

- Collaborate with external partners to create opportunities for Indigenous businesses, including access to markets, capital, and resources.

2. Strategic Leadership:

- Develop and execute a strategic vision and plan for the MNIBA in alignment with its mission and goals.
- Lead organizational growth and expansion initiatives while ensuring sustainability and relevance within the Indigenous business ecosystem.

3. Advocacy and Representation:

- Serve as an advocate and spokesperson for Indigenous businesses and artist entrepreneurs, representing their interests at local, national, and international levels.
- Build and maintain strong relationships with Tribal governments, other government agencies, Indigenous organizations, corporate partners, and other stakeholders to advance the interests of Indigenous businesses.

4. Program Management:

- Oversee the development, implementation, and evaluation of programs, events and initiatives.
- Ensure that programs are designed to address the unique needs and challenges faced by Indigenous businesses, promoting innovation, sustainability, and cultural preservation.

5. Fundraising and Financial Management

- Develop and execute comprehensive fundraising plans, including grant writing, sponsorships, individual donations, special events, program fees, retail sales and other funding opportunities to support the organization's mission and programs.
- Develop and manage the organization's budget, bookkeeping and financial reporting, ensuring financial sustainability and responsible stewardship of resources.

6. Administration:

- Perform all administrative tasks, including managing communications, maintaining records and other necessary tasks to ensure smooth daily operations.
- Provide operational and financial reports to the Board of Directors and support recruitment, onboarding and administrative management of board operations.

7. Team Leadership and Development:

- Provide visionary leadership and mentorship to a diverse team of professionals, fostering a culture of collaboration, excellence, and inclusivity.
- Support staff development and growth, promoting a learning environment where individuals can thrive and contribute effectively to the organization's mission.

Qualifications:

- Bachelor's degree in business administration, economics, Indigenous studies, or a related field; advanced degree preferred; or at least 5 years in a leadership position in a similar organization or field.
- Proven experience (minimum 3 years) in leadership roles, preferably within the Indigenous business sector or related fields.
- Demonstrated knowledge of Indigenous economic development issues, challenges, and opportunities.
- Strong understanding of business development, strategic planning, and partnership building.
- Excellent communication and interpersonal skills, with the ability to engage and influence diverse stakeholders.
- Experience in financial management, budgeting, fundraising, and grant writing.
- Commitment to the values of Indigenous self-determination, cultural preservation, and community empowerment.

Please Review the attached MNIBA Challenges and Opportunities briefing provided by the Board to articulate the current priorities and goals that will shape the new Executive Director's first year at MNIBA.

Compensation: \$65,000 – 75,000 annually, depending on experience

Our benefits package includes:

- Paid time off and holidays
- Flexible work schedule
- 401k retirement account contribution equal to 5% of your salary

Health coverage premiums are negotiable based on your needs. If you opt out of our health coverage, you can request an increase in your taxable salary in lieu of an employer contribution to healthcare costs.

Application Process: Please submit your resume, a cover letter outlining your qualifications and vision for Indigenous economic development to jobs@mniba.org with the subject line: Application for MNIBA Executive Director Position.

Applicants with connections to an Indigenous community and those with non-traditional career paths are encouraged to apply. Applications will be reviewed on a rolling basis until the position is filled.

MNIBA's Challenges and Opportunities

July 2024

MNIBA is excited to bring new leadership to take the organization into the next decade and beyond, building on our past successes and ensuring more community-designed services and resources into the future.

We are grateful for our committed team, our outgoing co-founder and Executive Director, and for the support of our current institutional funders and generous donors. MNIBA's Board of Directors looks forward to working with a new leader working alongside MNIBA's staff to build what is to come.

LONG-TERM SUSTAINABILITY

One of the greatest challenges facing the nonprofit sector is developing sustainable funding models and revenue streams. We need to strengthen and expand our diverse funding streams to realize the potential of MNIBA as a thriving resource and leader in Native trade and exchange. The new Executive Director will need creativity, an entrepreneurial spirit, and calculated risk-taking, coupled with the ability to steward current donors and create relationships that bring in new resources.

Fundraising and strategic budget development will be a priority for the new Executive Director to meet MNIBA's sustainability and impact goals.

COMMUNITY PARTNERSHIPS

MNIBA is part of several key coalitions and alliances in the local, regional, Indigenous and national entrepreneurial and art communities. We take a leadership role in convening important conversations, inviting the community to the table, and listening to the people we serve to continually improve how we represent them.

The new Executive Director will understand how to effectively approach these opportunities to strengthen the role of MNIBA and provide a platform for Native entrepreneurs and artists to have the voice they deserve.

STRATEGIC PLANNING & IMPLEMENTATION

MNIBA's board of directors are developing a long-term vision and strategic plan that has as its catalyst ambitious goals for impact on the Native business and artist entrepreneur communities. The new Executive Director will be responsible for establishing solid framework that sets and implements the strategic direction of MNIBA to bring that vision

to life. They will expand partnerships, build programmatic capacity, and ensure the staff and budget grow appropriately to achieve MNIBA's strategic goals.