



Job Title: Director of Nonprofit Excellence

Location: [State of Arkansas / Remote]

Reports to: Executive Director

About Us

Rally Point Nonprofit Council is a statewide network dedicated to supporting military personnel, veterans, first responders, and their families by strengthening the nonprofit organizations that serve them. Our mission vectors—collaboration, strengthen, mobilize, and prevail—guide our efforts to ensure nonprofit leaders have the resources, training, and advocacy they need to maximize their impact. Our website is rallypointnc.org.

Position Overview

The Director of Nonprofit Excellence will be responsible for leading initiatives designed to build organizational resilience, foster sustainable growth, and provide comprehensive support to the leadership of member organizations serving military personnel, veterans, first responders, and their families. This role will focus on providing strategic guidance, facilitating capacity-building programs, and creating pathways for organizational leaders to access training and resources that enhance their effectiveness and sustainability.

The Director will also represent Rally Point Nonprofit Council in the larger nonprofit ecosystem, establishing partnerships and collaborations that further the impact of our mission. The role requires strong leadership, expertise in nonprofit management, and a deep understanding of the challenges faced by organizations in the military and first responder sectors.

Key Responsibilities

Program Design and Implementation:

- Design and implement capacity-building programs tailored to support the resilience, growth, and development of organizational leaders within RPNC's member network.
- Develop initiatives that address specific needs, including leadership development, organizational sustainability, and trauma-informed care.
- Ensure that programs are aligned with RPNC's mission vectors, focusing on strengthening and mobilizing the nonprofit organizations we serve.

Collaboration and Partnership Building:

- Collaborate with internal teams, stakeholders, and external partners to design and deliver impactful programs that serve member organizations.
- Establish and maintain strong relationships with key stakeholders, including nonprofit leaders, foundations, and government entities, to ensure program success and

sustainability.

- Work with the Executive Director and Board to identify opportunities for strategic partnerships that align with RPNC's goals.

Program Monitoring and Evaluation:

- Continuously monitor and evaluate the effectiveness of nonprofit development programs, using data and feedback from organizational leaders to refine and improve initiatives.
- Conduct needs assessments to ensure that programs are relevant and responsive to the evolving challenges faced by nonprofit organizations.
- Prepare reports and updates on program performance, ensuring transparency and accountability to RPNC leadership and stakeholders.

Leadership and Capacity-Building:

- Provide training and coaching to organizational leaders within RPNC's member network, helping them build essential skills in nonprofit management, leadership, and resilience.
- Offer guidance and support for overcoming challenges in nonprofit operations, including fundraising, governance, and program development.
- Advocate for the use of trauma-informed care practices in organizational leadership and support services.

Representation and Advocacy:

- Represent RPNC at conferences, forums, and other relevant events to promote our nonprofit development initiatives.
- Advocate for the needs of nonprofit organizations that serve military personnel, veterans, first responders, and their families, highlighting RPNC's commitment to strengthening these organizations.
- Support the RPNC communications strategy by sharing success stories, outcomes, and program highlights through various channels.

Qualifications

Education and Experience:

- Bachelor's degree in Social Work, Psychology, Nonprofit Management, Organizational Leadership, or a related field. A Master's degree is preferred.
- A minimum of 5 years' experience in nonprofit management, program development, or related roles, with at least 2 years in a leadership capacity.
- Proven experience in designing and implementing programs that build organizational capacity, especially in nonprofit or community-based organizations.

Skills and Competencies:

- Strong understanding of trauma-informed care, resilience-building strategies, and capacity-building frameworks.
- Excellent communication, relationship-building, and negotiation skills.
- Demonstrated ability to manage multiple projects and initiatives simultaneously, with a focus on achieving measurable outcomes.
- Strong analytical and problem-solving skills, with the ability to evaluate program impact and make data-driven decisions.
- Knowledge of nonprofit governance, financial management, and fundraising best practices.

Compliance Considerations

Nonprofit Governance Compliance:

- Ensure compliance with RPNC's 501(c)(3) nonprofit status and organizational bylaws when implementing programs and initiatives.
- Ensure that all program activities, especially those related to capacity-building and training, comply with IRS regulations governing nonprofit activities.
- Adhere to transparency and accountability standards set forth by RPNC's leadership, providing regular reports on program progress, outcomes, and financial stewardship.

Program Compliance:

- Ensure that all nonprofit development programs meet relevant local, state, and federal regulations, including those pertaining to nonprofit management, financial reporting, and ethical standards.
- Ensure compliance with grant requirements for programs that are funded by government agencies, foundations, or private donors.
- Oversee the documentation and reporting processes for program outcomes, ensuring compliance with all applicable laws and best practices.

Confidentiality and Ethical Standards:

- Uphold the highest ethical standards, especially when handling sensitive information related to veterans, military personnel, and first responders.
- Comply with confidentiality agreements, protecting the privacy of individuals served by member organizations and partners.
- Adhere to RPNC's Conflict of Interest Policy and ethical guidelines for partnership management and program delivery.

Fundraising and Financial Oversight:

- Ensure that all fundraising activities related to nonprofit development comply with IRS guidelines for charitable contributions and nonprofit reporting.
- Manage program budgets and expenditures in accordance with RPNC's financial policies and procedures, ensuring proper use of funds and resources.
- Assist in preparing financial and progress reports for donors, funders, and other stakeholders, ensuring transparency and accountability.

How to Apply

Please submit your resume and cover letter outlining your qualifications and fit for the role to jeff@rallypointnc.org.

Rally Point Nonprofit Council is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.