



Resource Rural

Network Advancement Director

Organization: Resource Rural (Heartland Fund)

Title: Network Advancement Director

Location: Fully Remote within the United States

Position Type: Full-Time (40 hours per week) Exempt

Salary Range: \$90,000 - \$120,000

Application Open Date: August 29, 2025

Target Start Date: December 2025

About Resource Rural

Resource Rural mobilizes resources to enable rural communities to unlock public and private investment to make a tangible difference across infrastructure, economic development, energy, climate, and workforce projects. Resource Rural is a pooled philanthropic fund that provides grants, capacity-building, storytelling, and advocacy and organizing support to rural and Native organizations. Beyond the dollars raised for communities, Resource Rural will build rural community capacity, diversify and strengthen rural economies, grow civic power, shift narratives, attract philanthropic investment, and document learning. Resource Rural is part of the Heartland Fund alongside its sister programs, the Rural Climate Partnership and Rural Democracy.

Primary Duties and Responsibilities

Designs and delivers programs and offerings for the local resource partners (grantees) in the Resource Rural Network to advance their progress and create greater impact locally and across the network. Cultivates learning and strategy development to demonstrate effective pathways for driving investment in rural communities and Tribal nations that builds local capacity and wealth.



Network Advancement

- Designs, builds, and iterates Network offerings and services, including facilitating the Resource Rural community of practice and learning groups focused on specific topics identified through consultation with local resource partners;
- Identifies and develops tools, templates, research, and support that can advance local resource partners' ability to secure capital (public & private), with a particular emphasis on high value funding opportunities in the climate and energy sectors;
- Develops relationships with key federal and state staff and intermediaries providing technical assistance and support, shares relevant information with Resource Rural local resource partners, and facilitates partnerships that can accelerate their work;
- Designs learning opportunities and offerings in a way that is attuned to racial equity, as well as geographic, cultural, political, and organizational differences.
- Collaborates with program staff across the Heartland Fund programs to identify opportunities for cross-grantee connections, learning dissemination, and joint implementation of policy advocacy work.

Strategic Consulting & Project Management Support

- Identifies and scopes for potential strategy development and/or implementation projects within the Resource Rural network – and where relevant, the overall Heartland Fund grantee network.
- Provides strategic planning and project management support for 3-5 local resource partners and Heartland Fund grantees each quarter looking to design or implement a community and economic development project or strategy in their communities. Topics may include clean energy workforce development, rural housing and commercial real estate development, waste and water infrastructure, or regional food systems. Technical expertise in each of these issue areas is not required, but general awareness of the topics and ability to develop agendas, facilitate meetings, develop project management tools, and connect partners to technical expertise is needed.
- Where requested, selects and manages external consultants to bring technical expertise to grantees' implementation and/or organizational development needs.
- Supports rural organizations' ability to finance community development projects, particularly climate and clean energy projects, by helping to research and support investment models that leverage philanthropic impact investors, community development financial institutions (CDFIs), and the private sector along with federal funding and tax credits.



Learning, Research, & Policy Support

- Contributes to the development of our learning and research agenda and works with partners to execute the learning and research agenda;
- Supports data collection, management, and reporting in a way that minimizes the burden on local partners and supports learning, reporting, and research;
- Distills and shares learning about emerging models with local resource partners, funders and stakeholders in a compelling manner.
- Helps elevate stories for the Resource Rural communications team and identifies communications opportunities and needs;
- Provides program related updates and new content for communications platforms and development materials;
- Helps capture insights to drive policy discussions with state and federal agencies as well as the U.S. Congress;
- Identifies policy and advocacy opportunities and works with the Resource Rural Advocacy and Organizing Director to connect advocacy resources to state partners to advance economic development goals.

Grantmaking & Grant Management

- Leads identification of potential grantees (local resource partners), and manages grantmaking budget by recommending how to allocate grant dollars across potential grantees each budget year. Coordinates application and proposal reviews and due diligence with support from Grants & Operations Manager. Presents grant and contract recommendations to the Resource Rural Director and Steering Committee;
- Coordinates with grants and operations staff on agreements, monitors grantees and contractors regularly, and provides updates on grantee/contractor performance, activities, needs, and opportunities.

Organizational Development & Support

- Represents Resource Rural at conferences and external meetings, including meetings with funders;
- Provides advice and support to the Resource Rural Director to shape strategy, team processes, and ensure optimal use of limited time and resources to achieve impact;
- Contributes to fundraising and development work (proposal writing and review, grant reports, preparation of fundraising materials), in collaboration with the Resource Rural Director and the Heartland Fund Strategic Partnerships team;



- Works collaboratively with team members to establish effective and efficient work processes, plan meetings, and contribute to organizational learning; Facilitates project management and partnership, maintaining files, documents and shared communications systems; and
- Fulfills other duties as requested by the Director.

Qualifications – Experience, Knowledge, Skills, and Ability

We realize that great candidates may not have everything on this list. If you believe you would be a great fit for this role, we encourage you to apply!

Resource Rural is seeking a strategic and ambitious team member who is excited to work in an entrepreneurial, fast-paced, and creative environment. We're looking for someone who brings initiative and independence, while also being deeply collaborative and team-oriented. The right candidate will demonstrate:

Essential Skills & Characteristics

- Minimum of 5-7 years of experience in program strategy development and management – helping organizations design and implement economic development, infrastructure, workforce, clean energy or similar efforts, preferably in a rural context.
- Experience with facilitating learning across organizations
- Demonstrated ability to independently own, manage, and drive complex projects, involving a high degree of cross-organizational collaboration, and management of staff and/or high-level consultants.
- Strong lived or professional experience with rural issues and communities.
- Excellent oral presentation and writing skills.
- Excellent customer service and relationship-building skills.
- Strong resource stewardship skills (both financial and people).
- Strong commitment to racial justice and fluency with equity practices, including
- demonstrated ability to work with people from a variety of political, cultural, and social backgrounds.
- Working knowledge of a range of communications and technology platforms including Monday, Slack, Airtable, and Google Suite.
- Willingness to travel regularly across regions in the U.S.



Desired Skills & Characteristics

- Understanding of how to access capital (philanthropic, federal, state, private) to enable rural economic, clean energy, and infrastructure projects.
- Experience successfully navigating federal or state grant processes (i.e. grantseeking, post-award compliance, and management).
- Knowledge of major federal and state programs and the agencies and organizations that are actively working to implement publicly funded projects and initiatives.
- Experience as a strategist that sets and drives towards ambitious goals and tracks patterns, trends, and challenges in order to envision and grow our energy programs.
- Experience living and/or working in rural America on economic, infrastructure, or sustainability projects strongly preferred.

Compensation, Benefits, and Work Culture

Salary Structure

This is a permanent, full time exempt staff position. Expected compensation will be based on skills and experience, with an approximate salary range of \$90,000 to \$120,000.

Benefits Structure

Comprehensive benefits package includes 100% employer-paid health, dental, and vision insurance for employees (and their families). Employees are able to enroll in 401k retirement plan and are eligible for a 3% automatic contribution and up to a 3% employer match on 401k contributions. Employees are also eligible for pre-tax transportation benefits. Employees will receive 120 hours of vacation time, 80 hours of health leave, up to 2 days of casual leave, and 20 hours of volunteer leave annually. Employees will also receive 13 paid holidays throughout the calendar year. Employees are eligible for 12 weeks of paid family and medical leave after 90 days of employment. All employees of Windward are required to complete timesheets.

Work Environment

The organization is virtual, and the position may work remotely from their home city or town within the United States. There is frequent work travel (every 2-4 months). We offer a flexible work schedule, recognizing that employees have lives outside of work.



Resource Rural is a program of the Heartland Fund. Heartland Fund is fiscally sponsored by the Windward Fund, a 501(c)(3) public charity that incubates new and innovative public-interest projects and grant-making programs. Windward is committed to attracting, developing and retaining exceptional people, and to creating a work environment that is dynamic, rewarding, and enables each of us to realize our potential. Windward's work environment is safe and open to all employees and partners, respecting the full spectrum of race, color, religious creed, sex, gender identity, sexual orientation, national origin, political affiliation, ancestry, age, disability, genetic information, veteran status, and all other classifications protected by law in the locality and/or state in which you are working.

Windward participates in E-Verify and will provide the federal government with employees' Form I-9 information to confirm authorization to work in the United States. Job candidates and employees authorized to work may not be discriminated against on the basis of national origin or citizenship status.

How to Apply

Hiring Timeline

Applications will be reviewed and considered on a rolling basis. A limited number of screening calls and interview spots will be filled starting in September 2025, with a desired start date in December 2025. Early applications are strongly encouraged.

Application Process

To apply, please use this link to submit your cover letter and résumé using the portal.

In your cover letter, we'd love to hear why this role feels like the right fit for you at this moment in your career, your connection to rural people and places, and the skills and experiences you'd bring to the work.

