



POSITION DESCRIPTION

Chief Communications and Engagements Officer

NIA TERO

Nia Tero is a global bridging organization that brings Indigenous Peoples and allies together to advance what we call Indigenous Peoples' guardianship¹. Our partnerships with Indigenous Peoples are explicitly structured to honor self-determination, respect time-honed knowledge, and build trust while upholding the sacred value of reciprocity. To achieve this, we work in solidarity with Indigenous Peoples to safeguard their ancestral thriving territories and ways of being, collaborating on essential global efforts toward a vibrant and habitable future Earth.

- Our vision is that Indigenous Peoples' guardianship is enabled everywhere possible on Earth as part of a just and vibrant future.
- Our mission is to directly support Indigenous Peoples' guardianship and elevate the role and influence of Indigenous Peoples as essential to ensuring planetary health and habitability.

Our team is international and based across South America, the Pacific Islands, Asia, and North America, with a large contingent at our Seattle headquarters. We speak many languages, including English, Spanish, Portuguese, French, and a wide range of Indigenous Peoples' languages.

Nia Tero is entering the first year of our new five-year strategy and is seeking candidates who thrive in a fast-paced environment, adapt quickly to change, and seek to strengthen the impact of a mission-driven organization.

POSITION SUMMARY

Nia Tero seeks an experienced, energetic problem solver, leader, and compelling communicator, with an ability to motivate and energize dispersed teams and diverse audiences around our mission, to serve as Chief Communications and Engagements Officer. This individual will lead and direct Nia Tero's internal and external communications, brand, content production, and marketing functions. As a senior leader within the organization, this position will play a critical role in developing comprehensive, organization-wide communications and engagement strategies for increasing the understanding and impact of our work. This work involves leading the generation of editorial and creative content; overseeing branded products and channels; and the placement of content and accurate mission-related stories in earned media.

Reporting to the Chief Executive Officer, this person will oversee a dynamic and creative global team and serve as a member of Nia Tero's executive leadership team. This position will work closely with the Managing Director of Development on key stakeholder engagement activities, events, and the development of collateral material. The position will partner with staff throughout the organization to deliver on Nia Tero's mission and demonstrate and uphold our values in action.

KEY RESPONSIBILITIES

Brand and Reputation

¹ Indigenous Peoples' guardianship - the ability of Indigenous Peoples to act upon an inherent right and acceptance of responsibility to govern and manage collective territory using their own laws and values. Nia Tero honors the diverse ways in which people understand this term; for us it is linked to cultures, languages, and practices that have developed in tandem with thriving land, water and place, and has a vital inter-generational dynamic.

- Serve as Nia Tero’s brand and reputation manager, ensuring cross organizational alignment and direct service toward our mission.
- Lead strategies to build and protect Nia Tero’s reputation.
- Drive brand development and positioning to elevate Nia Tero’s brand globally, ensuring it resonates with diverse stakeholders, including Indigenous communities, donors, partners, and the public.
- Acts as a primary spokesperson for the organization, oversees media relations and the crafting of press releases, responds to media inquiries, and ensures Nia Tero’s public image is presented accurately.
- Guide and review the development of material, internal and external, that involves Nia Tero’s logo and/or content that aligns with our mission.

Marketing, Communications, and Campaigns

- Guide the development and implementation of global marketing, communications strategies, and campaigns that align with organizational goals, and drives growth in awareness, engagement and funding.
- Lead the creation and implementation of impactful messaging, stories and campaigns that amplify Indigenous voices, promote the protection of their territories and influence global policy.
- Oversee the development of multifaceted communications initiatives, including digital, social media, content marketing, and public relations.
- Work closely with the Development Team to create marketing strategies that support fundraising efforts.
- Build and maintain relationships with key stakeholders, including media outlets, influencers, and advocacy networks to amplify Nia Tero’s impact.

Content Creation and Film Production

- Oversee the development and production of accurate, compelling editorial content that is delivered through internal, external and paid media channels.
- Oversee the development and production of powerful visual content including short films, documentaries and multimedia stories to elevate Indigenous voices and protect their lands.
- Lead the strategy and delivery of creative and editorial content distribution across digital platforms and other appropriate events, venues and media.
- Serve as a member of the Editorial Oversight Group within Nia Tero to set the direction of projects and campaigns to ensure mission alignment.

PEOPLE AND RESOURCE MANAGEMENT RESPONSIBILITIES

This position will lead and mentor an 8-12 member communications, campaign, and production team, fostering a culture of collaboration and creativity and be responsible for optimizing the productivity and effectiveness of the team.

- Leads by example using a hands-on approach to management and an open-door policy.
- Directs, counsels and coaches team members, meeting regularly to discuss objectives, observations, progress, and results.
- Monitors work performance to ensure productivity, and the needs of the organization are met.

In close consultation with senior leadership and financial staff, this position has budget accountability in areas of key responsibilities. This role is expected to guide resource decisions and ensure efficient use of funding and staff time.

QUALIFICATIONS

Required Experience

- At least 15 years of experience in public relations and communications, with demonstrated experience in developing and executing marketing, brand, and communications strategies.
- Experience in external affairs roles, with demonstrated political acumen and experience.

- Experience developing and tailoring messages to reach key audiences.
- Experience leading content creation, including managing film or documentary production and digital content campaigns.
- Experience building and managing a mission-aligned global brand, taking on board the perspectives of key advisors.
- Demonstrated experience supervising and leading a high-performing team of communications professionals, with 7+ years managing teams.
- Experience designing and implementing marketing strategies that reach diverse cross-cultural audiences in multiple geographic regions with a sensitivity to cultural dynamics and languages.
- Lived experience working directly with Indigenous Peoples and communities and demonstrated understanding about issues and challenges facing Indigenous Peoples and communities.
- Demonstrated success working with nonprofit organizations, non-governmental or other mission driven entities, preferable within global, environmental, Indigenous rights sectors.
- Proven experience building marketing strategies that drive donor engagement, build partnerships and support fundraising initiatives. Experience collaborating with Development Teams to enhance donor communication strategies.
- Experience representing organizations at global forums, events and in media.

Required Skills and Abilities

- Superior writing and experience in multiple forms of persuasive writing including success stories, news, talking points, media Q&A and presentations.
- Strong ability to articulate complex issues in clear, persuasive, and compelling ways across various platforms.
- Ability to engage with and counsel senior-level decision-makers and offer insight into organizational alignment, brand and reputation.
- Sound financial competence. Ensures budget and fiscal oversight align with organizational goals.
- Ability to assess global marketing trends and identify best practices for reaching and engaging diverse, cross-cultural audiences.
- Skilled in creating consistent and powerful brand narratives that foster trust.
- Skilled in mentoring and coaching, with experience in developing talent and managing both in-house teams and external contractors.

Ideal Experience and Skills

- Proficiency in multiple languages.
- Proven success at leading initiatives that not only raised awareness but also led to concrete outcomes such as policy change, increased funding or expanded reach.

WORKING CONDITIONS AND TRAVEL

This position can be based anywhere in the United States but works adjusted hours to meet the needs of the organization, which operates on Pacific Time.

Travel

This position comes with the expectation of ~30% travel annually for internal meetings, external partner visits, and attendance at global events as needed.

Physical Requirements

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job:

- Visually or otherwise identify, observe, and assess distance, color, and depth; Required to regularly communicate with others and exchange accurate information.
- Able to operate a computer and other office productivity equipment; able to remain stationary at a computer for extended periods of time and move around his/her assigned workspace.

HOW TO APPLY:

If interested in this role, please email cover letter and resume to jobs@niatero.org and include “Chief Communications & Engagements Officer” in the subject line.

Nia Tero is an Indigenous Peoples serving global organization that strives to have an inclusive, equitable, and diverse work culture. We encourage people from historically excluded groups to apply.

The salary for this position is USD \$255,000-\$305,000 annually based on experience. Our compensation program is U.S. based and pay ranges are representative of compensation in the U.S. market. For positions outside of the U.S., pay rates are determined based on the applicable local regional market.

This is a full-time permanent position and qualifies for healthcare benefits (medical, dental and vision), 401K and paid time off (including vacation leave, sick leave, and personal days).

Assignment Category:	<input checked="" type="checkbox"/> Full-Time / <input type="checkbox"/> Part-Time
Classification:	<input type="checkbox"/> Non-Exempt <input checked="" type="checkbox"/> Exempt / <input type="checkbox"/> Hourly <input checked="" type="checkbox"/> Salary