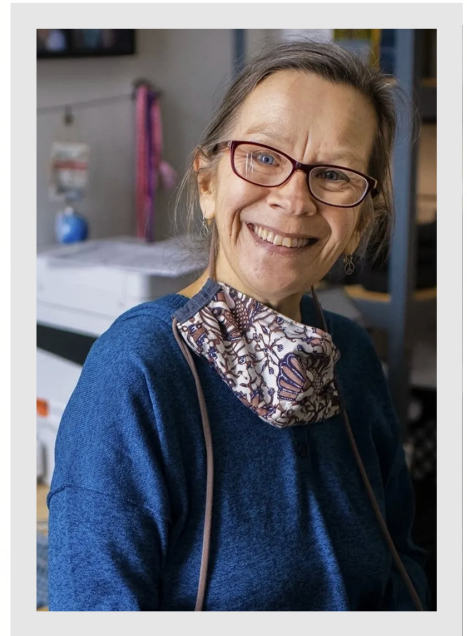




Harm Reduction Sisters

Executive Director Opportunity Profile



About Harm Reduction Sisters

Harm Reduction Sisters provides a feminist response using innovative harm reduction principles and practices to address the gaps that exist for people who use drugs and people who experience trauma.

As one of Minnesota's widest-reaching harm reduction organizations, Harm Reduction Sisters advances this work through outreach, advocacy, education, and life-saving services grounded in dignity, autonomy, relational trust, and human rights. The organization is known for its deep community relationships, commitment to trauma-informed care, and innovative approaches to service delivery across the state.

The Opportunity

Harm Reduction Sisters is entering an important period of organizational growth and leadership transition.

After years of visionary leadership under its founding Executive Director, the organization is preparing for its next chapter. Building on a strong foundation, the next Executive Director will help guide the organization through continued growth, evolving community needs, and a changing public health landscape.

At a time when harm reduction organizations are navigating shifting policy environments, funding uncertainty, and increasing public attention, the next Executive Director will build on Harm Reduction Sisters' trusted reputation while strengthening its voice, partnerships, and long-term sustainability.

The next Executive Director will join an evolving leadership team that reflects the organization's commitment to collaboration, shared leadership, and long-term sustainability.

Leadership Structure & Responsibilities



The Executive Director guides the organizations' mission, vision, and strategic direction in partnership with the Board of Directors, Director of Operations and senior leadership team helping to ensure Harm Reduction Sisters continues to grow while remaining true to its values and the communities it serves.

While the Director of Operations provides leadership for internal operations, finance, and organizational systems, the Executive Director focuses on organizational strategy, community relationships, advocacy, fundraising, and partnership with the Board of Directors.

Together, these roles create a collaborative leadership model that balances mission, people, operations, and sustainability while ensuring the organization remains responsive to the communities it serves.

What You'll Do

The Executive Director serves as the organization's primary external leader and strategic partner, helping ensure Harm Reduction Sisters remains deeply rooted in community while advancing its mission, strengthening organizational sustainability, and strengthening the leadership team responsible for carrying that work forward.

Organizational Leadership & Stewardship

- Guide organizational vision, strategy, and long-term priorities in partnership with the Board of Directors.
- Support and develop a collaborative leadership team grounded in trust, shared responsibility, and harm reduction values.
- Lead organizational planning, decision-making, and thoughtful change while maintaining strong alignment with mission and community.
- Protect and strengthen a healthy organizational culture that supports collaboration, transparency, staff well-being and shared leadership.

Organizational Sustainability

- Partner closely with the Director of Operations to support strong financial stewardship, organizational effectiveness, and long-term sustainability.
- Partner with the Director of Operations, Board, and leadership team to advance fundraising strategy, grant development, and resource cultivation.
- Support organizational resilience through thoughtful leadership, strategic planning, and sound governance.
- Navigate organizational opportunities and challenges with integrity, steadiness, and sound judgment.

Community Leadership, Advocacy & Partnerships



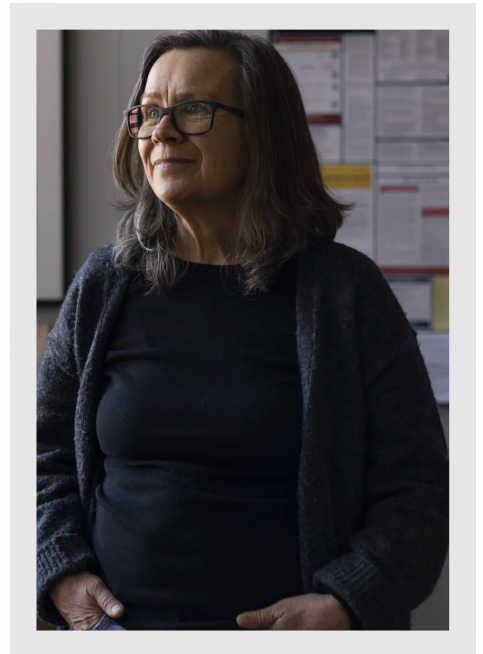
- Serve as a visible and trusted leader for Harm Reduction Sisters, building relationships and representing the organization's mission across community, public health, advocacy, philanthropic, and policy spaces.
- Help steward the organization's continued growth while preserving the values and relationships that define Harm Reduction Sisters.
- Cultivate meaningful partnerships with community members, Tribal Nations, Black-led initiatives, LGBTQ2S+ organizations, funders, public agencies, coalitions, and policymakers.
- Strengthen the organization's voice, credibility, and influence locally, statewide, and nationally.
- Champion harm reduction through advocacy, education, public engagement, and systems change.





Harm Reduction Sisters

Executive Director Opportunity Profile



Ideal Candidate

The ideal candidate is a thoughtful, grounded, and values-driven leader who understands that lasting organizational impact is built on trust, strong relationships, shared leadership, and deep commitment to the communities we serve.

We recognize that there are many pathways to leadership. If this opportunity speaks to your experience, values, and commitment to harm reduction, we encourage you to apply even if you don't meet every qualification listed below.

Community-Centered Leadership

Demonstrated commitment to centering the voices, experiences, and leadership of communities most impacted by health inequities, substance use, and systemic marginalization.

Strategic Leadership & Organizational Stewardship

Experience providing strategic direction, managing operations, and building organizational capacity in mission-driven settings.

Partnership & Collaboration

Proven ability to cultivate and sustain meaningful partnerships across sectors including public health, philanthropy, policy, and community organizing.

Mission-Driven Commitment

Deep alignment with harm reduction values and a demonstrated commitment to health equity, racial justice, and the dignity of all people.

Harm Reduction Leadership

Knowledge of and commitment to harm reduction philosophy, practices, and the evolving landscape of drug policy and public health.



HARM REDUCTION SISTERS

EXPERIENCE

Successful candidates will often bring experience in many of the following area:

- Leading teams, programs, or organizations in nonprofit, public health, harm reduction, grassroots, advocacy, or community-based organizations.
- Experience strengthening services in rural communities.
- Guiding organizations through growth, leadership transition, organizational development, or other periods of significant change.
- Building collaborative relationships with community members, boards of directors, funders, policymakers, Tribal Nations, Black-led initiatives, LGBTQ2S+ organizations, public agencies, and community partners.
- Advancing organizational sustainability through fundraising, grant development and management, financial stewardship, and strategic planning.
- Navigating complex public health, policy, advocacy, or funding environments while maintaining strong relationships and organizational credibility.
- Knowledge of harm reduction principles, public health systems, drug policy, healthcare navigation, or related fields. We recognize this knowledge may come through professional, volunteer, academic, or lived experience.
- Bilingual or multilingual communication skills that reflect the communities we serve, including Ojibwe, Anishinaabemowin, or Spanish, are highly valued.
- Lived experience connected to the communities we serve is strongly valued.

Commitment to Equity & Lived Experience

Harm Reduction Sisters is committed to building a leadership team that reflects the communities we serve. We strongly encourage applications from people with lived experience related to substance use, sex work, housing instability, incarceration, and LGBTQ2S+ identities.

We are committed to building a leadership team that reflects the communities we serve. Black, Indigenous, and People of Color (BIPOC) candidates are strongly encouraged to apply.



Harm Reduction Sisters

Compensation & Benefits

Salary range: \$100,000-\$110,000

In addition to a competitive salary, Harm Reduction Sisters offers a comprehensive benefits package designed to support the well-being of our team, including:

- Medical insurance with Harm Reduction Sisters covering 90% of employee premiums and 80% of dependent premiums
- Dental insurance with 75% of employee premiums covered
- Flexible Spending Account (FSA) and Dependent Care FSA options
- Generous paid time off beginning at 168 hours annually, with increased accrual based on years of service
- Up to 80 hours of PTO carryover each year
- Up to 40 hours of paid bereavement leave annually
- Professional development opportunities to support continued learning and growth
- A collaborative, mission-driven work environment committed to staff well-being and work-life balance

We recognize that sustainable harm reduction work begins with supporting the people who make it possible. We are committed to fostering a workplace where staff are valued, supported, and encouraged to grow.

Application Process

Please submit your cover letter and resume through **Indeed**

In your cover letter, we invite you to share:

What draws you to this role and to Harm Reduction Sisters' mission?

How has your lived or professional experience prepared you to lead a harm reduction organization?

How do you approach building trust and shared leadership within a team and with community?

[**APPLY TODAY**](#)