

**OSIRA**

**Senior Consultant /  
Senior Strategist  
(Contract)**

*2022*

## Job Details

Employer:	The Ostara Group
Title:	Senior Consultant / Senior Strategist
Job Type:	Contractor
Location:	Seattle, WA
Pay:	Sr. Consultant \$90 - \$140/hr Sr. Strategist \$120 - \$170/hr

## About the Position

The Ostara Group, an established and growing consulting firm in Seattle serving Pacific Northwest nonprofits for over 12 years, seeks to add an experienced Senior Consultant and/or Senior Strategist to join us in building fundraising skills, organizational capacity and effective leadership in the nonprofit sector.

Ideal for an experienced professional seeking flexibility, autonomy, a professional team and network, and a chance to create real impact within the social sector, this contract role will offer opportunities to work with nonprofits large and small, in all stages of organizational development. Projects may be solo assignments or a team approach with other Ostara colleagues, with work ranging from development assessments to strategic planning, campaign counsel, interim leadership or executive coaching. We anticipate a need for about 50-80 hours per month of work across 3-5 clients, which will shift over time and with evolving circumstances.

Supported by a seasoned leadership team and central business office, we drive business development and handle admin, contracting and billing. You get to focus on clients and put your experience and expertise to its highest and best use driving mission impact in our community.

## About The Ostara Group

The Ostara Group is a full-service fundraising and strategic consulting firm that was founded in Seattle in 2009. Our mission is to build fundraising skills, organizational capacity, and effective leadership in the nonprofit sector. Our vision is a nonprofit sector filled with thriving organizations equipped to build a better world. As experienced nonprofit professionals ourselves, we are mission-driven and service-oriented. Our expertise includes development program analysis, strategic and tactical development planning, interim development leadership and management, grant strategy and execution, capital campaign strategy and support, board development, and strategic planning. In the past twelve years, Ostara has built custom solutions for nearly 400 organizations in the Pacific Northwest and throughout the United States.

## Racial Equity Statement

We acknowledge the power dynamic that exists in the nonprofit sector between the organizations that require funding to deliver their missions and the predominantly white institutions and individuals who hold wealth and power. We acknowledge there is also a power dynamic between consultants and the people we consult with.

We work to support clients in navigating these dynamics, while placing their voices and perspectives at the center of our work.

As a company, we are committed to addressing institutional racism within The Ostara Group and to advancing equity in the nonprofit sector in collaboration with our clients.

Ostara is an equal employment opportunity employer. Every employee has the right to work in surroundings that are free from all forms of unlawful discrimination. All employment decisions are made without regard to race, creed, color, national origin, sex, marital status, sexual orientation, gender identity, gender expression, age, honorably discharged veteran or military status, disability, genetic information or any other characteristics protected under law.

## What We are Looking For

Ostara seeks a Senior Consultant and/or Senior Strategist to focus on a broad array of nonprofit leadership and fundraising topics. The contractor will work with multiple clients and team members, in a combination of project lead and contributor roles, at any given time.

The successful candidate will be a highly independent, self-motivated professional with substantial experience in nonprofit leadership in the Pacific Northwest, including project management and campaign work. Superior communication, facilitation and writing skills are required, as well as sound judgment and diplomacy engaging in highly sensitive matters across a variety of stakeholders.

## Leadership Competencies:

- Mission and community oriented
  - Aligned with Ostara's mission and values
  - Committed to diversity, equity and inclusion
  - Community centered
  - Recognizes the importance of volunteer engagement and leadership
- People oriented
  - Able to influence, motivate and build engagement of others
  - Builds authentic relationships in service of shared goals

- Communicates effectively through empathy, listening for understanding, and skilled self-expression
  - Committed to developing self and others
- Results oriented
  - Demonstrates creativity and innovation in service of client needs
  - Critical and strategic thinking skills employing intuition, logic, analysis and sound judgment
  - Skilled in project management, setting clear goals, and leading with a commitment to quality and enduring results
  - Understands the nonprofit business model, the role of philanthropy in achieving the mission, and nonprofit financial health

### **Required Skills and Qualifications:**

- Demonstrated success working with small, medium, and large nonprofit organizations
- Significant experience with campaigns and board work
- Ability to drive projects independently as well as closely collaborate with teams, depending on the circumstances
- Sophisticated organizational and project management skills, with the ability to juggle multiple tasks and responsibilities with ease, forethought, timeliness and accuracy
- Critical thinker with strong patience, curiosity, and problem-solving skills
- Poise and professionalism, and the ability to maintain a calm, positive attitude when facing unexpected circumstances, complications, or challenges
- Ability to communicate directly and assertively while still being respectful of differences in opinion, culture, or work styles.
- Excellent interpersonal and communication skills with individuals and groups of varying size
- Creativity, an entrepreneurial spirit, and flexibility
- This is a contract position (1099), and the applicant is required to register as a business with the state and city before beginning any projects.

## Preferred Skills and Qualifications

- A minimum of ten years' experience in nonprofit leadership and/or consulting, including a minimum of five years' experience specifically in fundraising
- Experience serving in interim leadership roles at the director or executive director level
- Experience in a consulting setting; in the absence of relevant consulting experience, candidates must have strong aptitude for learning new systems and work styles
- An understanding of philanthropic culture or funder community in the Pacific Northwest
- Experience working with diverse communities
- Familiarity with MS Office, Google Workspace, Dropbox, and CRMs.

All personnel are required to be fully vaccinated against COVID-19.

## What It is Like to Work at Ostara

The Ostara Group works hard to build and preserve a warm and supportive culture. As a team, we value hard work, an entrepreneurial spirit, integrity, and authenticity. We also value connection to our team and our community.

Working at Ostara is fast-paced, independent, and requires excellent time management skills. Most members of the Ostara team choose to work remotely, participating in regular meetings with clients and colleagues via video conference as well as in person. Located in the vibrant lower Queen Anne neighborhood of Seattle, our office has group meeting spaces and drop-in workstations to support hybrid work. In person work with clients or our team may be requested, but will not be required, so long we are as responsive to client needs as possible.

## Compensation

This is a contract position, and is not eligible for company-paid benefits. The designation of Senior Consultant or Senior Strategist and expected hourly rate will vary based on experience and billable rates for level of service provided. Rates begin at \$90/hour, and can range up to \$170/hr for top-tier services.

## Application Process

To apply, please send cover letter, resume, and three samples of work that you consider relevant and three professional references via email to [info@ostaragroup.com](mailto:info@ostaragroup.com). Position is open until filled.