



JOB DESCRIPTION

Position Title: Impact & Innovation Manager

Overview: The [Campaign for Southern Equality](#) (CSE) promotes full LGBTQ equality – both legal and lived – across the South. Our work is grounded in commitments to racial, gender, and class equity. We’re working to tell a new story of the LGBTQ South, which is often two things at once: the most hostile to LGBTQ advancement and home to a diverse, powerful array of people doing heroic work. CSE’s work includes policy advocacy, innovative grantmaking to grassroots organizers, catalyzing activism among queer artists, education for community health providers, and groundbreaking research strategies. Undergirding all of this is a recognition of the need to foster equity, healing, and resilience.

The Impact and Innovation Manager position is a new role at the center of a fast paced organization experiencing steady growth. Every day is a new challenge and opportunity to lend your systems and data improvement skills to strengthen the programs and processes of CSE. This role involves playing a key part in CSE’s work by using your critical thinking and problem solving skills to work across programs and teams, translating tech into accessible language, making sure projects get across the finish line and balls don't get dropped along the way. To you, this is the best day ever, moving from team to team to diagnose issues and develop solutions that can be taught to those teams to be managed on their own.

We prioritize equity practices within our hiring and place priority on promoting the leadership of LGBTQ+ Southerners, with a focus on individuals who are transgender, BIPOC, from rural backgrounds and diverse class backgrounds.

Things this position would be doing right now:

- **Data management design and improvement:** Support teams across CSE to create, design, and improve program processes. Spot challenges and data management gaps and identifying solutions to improve and streamline processes or data practices in a number of different teams. Troubleshooting with staff to devise solutions to data issues.
- **Process mapping:** Documenting and creating visualizations or narratives to capture how CSE processes run. Taking on projects and data improvement processes from the Director of Impact and Innovation to run on your own.
- **Ensuring projects make it across the finish line:** Taking over projects in coordination with the Director of Impact and Innovation to implement final steps to complete. You’re able to take over a process that is 80% finished, see the steps needed to finish it and then complete those steps.
- **Managing contractors that support CSE operations:** You’ll be keeping track of shared projects and deliverables to ensure the department is furthering the success of CSE.



Skills and attributes you'll bring to the role immediately:

- **Experienced in data and systems management:** You bring a systems mindset and thrive in environments where clear, well-organized data informs action. You're able to take raw data and manipulate it for analysis. You're known for your ability to translate complex data into accessible language, helping teammates and partners understand what the numbers are saying. Pivot table and spreadsheet nerd. Sees beyond the data or process "as is" and finds ways to improve systems, processes, and structures. Demonstrated experience working with Excel, Visio, SQL databases, Zendesk, is a plus.
- **Process development, documentation, and mapping:** Can document a technical process in a way that is accessible for those without a technical background. Can take complex information and see how to organize and teach it in a way that helps CSE staff implement through people, culture, and systems.
- **Manages a high volume of work with efficiency:** Has or can create a system for keeping tasks from slipping through the cracks. Able to juggle competing demands and prioritize without sacrificing quality. Plans backwards to make deadlines. Ask for help when needed. You can move seamlessly between projects, people, and types of work and find enjoyment in it. You thrive while working collaboratively in a remote or hybrid team environment.
- **Inclusive leadership and management:** Brings a clear vision and recognizes the value of divergent perspectives. Approaches leadership with a mindset of "power with" rather than "power over" and regularly includes others in planning and decision-making. Able to make and communicate difficult decisions in the best interest of the organization.

Qualifications:

Education and Experience:

- 3+ years of project management or operational experience.
- Background in database management including creation and maintenance. Demonstrated experience working with Excel, Visio, SQL databases
- Experience and proficiency with organizational operations management systems including: budget management and tracking, insurance, and compliance.
- Managing staff or contractors towards organizational and departmental outcomes.



Supervision: This position reports to Director of Impact & Innovation.

Start date: April 2026

Type of position and hours: This is a full-time position

Compensation: CSE's benefits and compensation structure reflect our commitments to pay equity and to offer competitive packages within the nonprofit sector.

- Starting at \$65,000 yr
- Professional Development: \$1,500/year for individual professional development and \$1,500 for organizational development (rates are set annually)
- Health insurance: CSE pays 100% premium for employees; monthly stipend available for enrolled family members.
- Dental and vision insurance: CSE pays 50% premium for employees.
- 401K Retirement plan: CSE offers a match of up to 7%
- Health and Wellness Stipend: \$1,200 annual stipend (grossed up).
- Other benefits: Reproductive and Transgender health benefits to compensate for insurance inequities.

Place of work: This position can be remote, or hybrid based out of our office in Asheville, NC. The person in this role will need to commit to traveling to the Asheville office or other locations occasionally with travel costs covered by CSE. Since CSE's work is primarily concentrated within the Southeast, the Impact and Innovation Manager will need to live regionally within the Southeast.

Expenses: CSE will either pay for or reimburse you for all work-related expenses materials, equipment and supplies, and other necessary costs. We are committed to providing staff with a comfortable and professional working environment.

To apply for this position: Send resume and cover letter to jobs@southernequality.org with the subject line "Application for Impact & Innovation Manager". Applications are accepted on a rolling basis, with the expectation that the initial round of interviews will begin the week of 03/23/2026.