



U.S. Campaign and Program Manager, Survival International

Location: Washington D.C. (hybrid possible) | Full-Time

Are you fiercely committed to Indigenous rights, justice and anti-racism? Creative and relentless in your pursuit of real, lasting change? Ready to build and lead a bold U.S. strategy within a dynamic international movement campaigning for Indigenous peoples' rights around the world?

Survival International is looking for a **Campaign and Program Manager** to lead and grow our U.S. presence—someone who can take a small, focused team and build it into a force for change.

For more than 50 years, Survival International has worked with Indigenous communities around the world, from Amazonia to the Kalahari to the Pacific, with a focus on those who are least likely to have access to decision-makers and the world's media. Our reach helps ensure that their voices are heard. Our campaigning helps them win against the colonialist forces—of resource extraction, fortress conservation and other land-grabbing—that are threatening their lands, their livelihoods, and their lives. We do not accept any government funding, focusing instead on small donors, allowing us to be agile, independent, and resilient.

This is a rare opportunity to **shape and lead our U.S. program**, as we transition to a Washington D.C. base. Working with a small and dedicated international team, and reporting to the Europe-based Executive Director of the international organization (who also serves as President of the U.S. non-profit), you'll be the strategic and operational lead for Survival's campaigns and movement-building in the U.S.

What you'll do:

- Develop and oversee implementation of our strategy to build our networks, influence, profile and movement in the U.S.
- Lead and support a small U.S.-based team (starting with one direct report), with scope to expand.
- Grow our movement in the US, including donors, supporters and activists.
- Work with colleagues to connect our global campaigns to US-based targets, allies and opportunities for change, helping to bring real change for the peoples we work with.

You'll be a good fit for this role if you:

- Are **strongly committed to Indigenous peoples' rights** and deeply aligned with Survival's mission and values of anti-racism and anti-oppression.
- Are a **skilled movement strategist**, with a strong track record (around five years or more) in developing and executing effective strategies in human rights campaigns, grassroots organizing, movement coalition-building, community mobilization, political campaigns, or similar areas.

- Have the **drive and planning skills** to move ideas into action: turning strategies into practical plans, and getting things done with limited resources and remove supervision.
- Know how to **build and maintain relationships with allies and decision-makers**, ideally with existing networks in human rights, environmental justice, and/or global justice.
- Have experience in **public-facing communications and campaigning**, and understand how to mobilize support for justice and rights-based causes in the U.S.
- Are a **creative and adaptable thinker**, willing and able to take risks, evaluate results, and adjust plans.
- Are a **skilled project manager with strong attention to detail**, who is willing to deal with the administrative details of running a small, self-funded project office and team.
- Have an understanding of **budgeting and expenditure monitoring**.
- Are comfortable working in a **small, international team across time zones**, and are committed to inclusive, collaborative ways of working.
- Have excellent **spoken and written English**; speaking **Spanish** is a strong advantage.

Your application would be strengthened by skills in **other core Survival languages** (particularly Portuguese, French, Indonesian or Hindi), or experience in any of the following: **working with Indigenous peoples or organizations; securing media coverage; managing a staff team; budget preparation and financial reporting; setting up office systems.**

We recognize that strong candidates may come from a variety of backgrounds. If you're not sure you meet every requirement, but you believe you could thrive in this role, we encourage you to apply.

Why join Survival International?

- You'll be part of a passionately committed global team that refuses to accept the status quo and believes in the power of grassroots movements to drive real change.
- We don't take a cent of government funding—our independence comes from our broad community of small-scale donors, making us agile, bold, and uncompromising in pursuit of our goals.
- You'll have the opportunity to shape and grow a U.S. program that has the scope to play a huge role in achieving our powerful international vision of a world where Indigenous peoples' rights are upheld, no matter the forces that seek to exploit their lands and sacrifice their lives.
- Benefits including health insurance, retirement plan and good vacation allowance.

This is more than a job. It's a chance to stand up, speak out, and help build a better world. Apply now and bring your passion, your vision, and your commitment.

- **Salary:** \$80k-\$93k depending on experience
- **Location:** Washington D.C. (hybrid working possible)
- **Hours:** full time, some flexibility by negotiation
- **Leave:** 25 days paid leave plus public holidays and end-of-year office closure
- **Other benefits:** SIMPLE IRA; 100% cost for employee and dependents silver-tier health insurance plus dental and vision.
- **Travel:** limited travel requirements, annual organizational retreat in London