



Four Pines Fund

Notice of Employment Opportunity: Fractional Director of Communications

About Four Pines Fund

Four Pines Fund, established in 2023, is a growing philanthropic organization dedicated to expanding access to evidence-based suicide care to all who need it. Through strategic investments and partnerships, the Fund aims to close the gap between what research demonstrates is effective and the care people receive. Four Pines Fund has a bold vision: a future in which all people experiencing suicidal despair can access high-quality care. Taking a systems change approach, the Fund invests in direct services, training, policy and advocacy, and research to drive meaningful, lasting impact. Learn more about Four Pines Fund: www.fourpines.org

The Opportunity

Four Pines Fund is seeking a fractional Director of Communications to lead the development of our communications function during a critical period of growth. To date, Four Pines Fund has intentionally maintained a relatively low public profile, with limited proactive communications beyond an issue brief, a light LinkedIn presence, and our website.

As a three-year-old foundation, we have a clear, evergreen mission and a strong early sense of who we are and what we hope to achieve. As we enter our next phase, we anticipate a more proactive and strategic, yet measured approach to communications.

This role will define and advance the organization's path forward by strengthening institutional identity, increasing visibility, and translating its mission into clear, consistent communications that amplify our impact as a national philanthropy focused on systems change work. In parallel, the position will establish the internal communications infrastructure and operational practices needed to support a growing organization and serve as a steward of the organization's brand.

The first priority for this position will be to conduct a comprehensive assessment and develop a strategic communications plan within the first 4 - 5 months of the engagement. In the initial phase, the consultant will also take on and manage the day-to-day communications needs of the organization.



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Following the development of the strategic plan, the role will transition into leading the execution and ongoing management of the organization's communications function. This work will be directly informed by the plan.

Who You Are

- A senior communications leader with 7+ years of experience building and leading communications functions including hiring, managing and developing staff and external partners, ideally within growing or evolving organizations
- Strategic hands-on leader who can set clear direction while also executing with precision and high standards
- An exceptional writer and editor with strong judgment and attention to detail and the ability to translate complex or sensitive topics into clear, compelling communications
- A trusted advisor and collaborative partner skilled at engaging senior stakeholders, including founding donors or family-led boards
- Skilled at synthesizing and aligning diverse perspectives and translating them into clear, consistent communications
- Experienced in developing media strategies, managing press relationships, and working across social and traditional media channels to advance organizational goals
- Able to communicate thoughtfully and responsibly about sensitive and stigmatized issues
- Comfortable operating in fast-paced, ambiguous, start-up environments and energized by building systems, processes and communications infrastructure from the ground up
- Experience developing and implementing policy or advocacy campaigns is a plus
- Interested in—and ability to quickly develop a deep understanding of—suicide care and related work
- Experience in philanthropy, healthcare, or other mission-driven environments strongly preferred

Engagement Structure and Logistics

- **Type:** Long-term contract (12 to 18 months) with opportunity for renewal or long term engagement



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- **Hours:** ~25 hours/week
 - **Reporting and Collaboration:**
 - Reports to the CEO
 - Partners closely with program staff, board members, and founding donors
 - Engages with grantees and external contractors and other vendors and partners
 - **Location:** Remote (VT or DC based preferred)
 - **Travel:** Quarterly to VT or DC
 - **Start Date:** The position is currently open with flexibility for a start date for the right candidate.
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Equal Opportunity Employer

Four Pines Fund is an equal opportunity employer. We are committed to building a diverse and inclusive team and encourage applications from individuals of all backgrounds, experiences, and perspectives.

We do not discriminate on the basis of race, color, religion, sex, gender identity or expression, sexual orientation, national origin, age, disability, veteran status, or any other protected characteristic under applicable law. We also recognize the value of lived experience and encourage individuals with personal experience related to suicide to apply. This perspective is welcomed but not required for the role.

How to Apply

Please submit a resume and a cover letter outlining your interest in the role and relevant experience to careers@fourpines.org.

Applications will be reviewed on a rolling basis.