

JOB POSTING: Director of Family Integrity



ILLINOIS BLACK ADVOCACY INITIATIVE BACKGROUND

The Illinois Black Advocacy Initiative (IBAI), founded in 2021, is a new and exciting organization focused on supporting Black communities and aligning Black-community focused advocates. IBAI advocates for equity, opportunity, and justice for Black Illinoisans by expanding the capacity and power of Black-community focused organizations, constituency building, and advancing public policy and education.

POSITION DESCRIPTION

The Director of Family Integrity (“Director”) is an exciting opportunity for a detail-oriented, strategic, and thoughtful individual with the ability to analyze and develop public policy focused on **eliminating the harmful impact of the Illinois Family Regulation System, also referred to as the child welfare system, on Black families**. The Director’s primary responsibilities are to develop and drive IBAI’s [Family Regulation System](#) policy and advocacy. In developing their work, the Director must build and maintain relationships with individuals, parents in particular, who have been directly impacted by the Family Regulation System in Illinois and around the country. The Director reports to the Executive Director and will work in partnership with other IBAI directors and advocacy partners. Additionally, the Director must: (1) provide written and oral testimony to legislative bodies; (2) represent IBAI in its coalition work with advocacy partners; (3) engage with system stakeholders, media, government and elected officials; and (4) serve as an educator on the assets and opportunities for Black Illinoisans (taking the form of blogs, trainings, workshops and other formats as needed).

The target candidate is passionate about sustainable and prosperous Black communities, and Black people living full and abundant lives. While not required, this position is **ideal for someone with prior experience providing legal or social support** to people involved in the family regulation system. They should be able to independently craft a concept, articulate a strategy, and implement an action plan. IBAI is a fiscally sponsored, start-up nonprofit organization with a developing infrastructure. A successful candidate is **flexible and comfortable working within a growing organization**, while maintaining their substantive work.

PRIMARY RESPONSIBILITIES:

- Craft advocacy strategies to advance IBAI's Family Regulation System agenda;
- In partnership with IBAI's Communication's Director, develop a comprehensive communication's narrative to support advocacy initiatives;
- Grow the movement ecosystem of directly impacted people and community members;
- Analyze current and prospective relevant state legislative and administrative efforts;
- Conduct, analyze, and present research that identifies and evaluates best practices for policies and programs (legislation, ordinances, directives, practices) and implementation strategies; and includes a review of both quantitative and qualitative data related to policy goals;
- Write clear, concise, and compelling internal and external memos and develop advocacy tools, including fact sheets, talking points, public education materials, position letters, and policy briefs, in multiple formats for a range of audiences;
- Build and maintain trusted, respectful relationships with stakeholders, including but not limited to: IBAI partners, people impacted by our work, coalitions, allied organizations, issue experts, government officials and staff, and elected officials;
- Coordinate and participate in legislative and stakeholder meetings;
- Provide written and oral compelling testimony.

QUALIFICATIONS (it is not expected that a candidate will possess everything listed):

- At least five years of experience either providing direct service advocacy or public policy development and advocacy, focused on the family regulation system or related systems;
- A demonstrated ability to think critically and strategically about problem solving and systems change;
- A demonstrated understanding of the role of communities and community organizers in systems change;
- An articulable understanding of movement building;
- A demonstrated ability to communicate clearly and effectively, both verbally and in writing;
- Strong interpersonal skills (written and verbal), with the ability to explain complex issues in accessible language for various audiences;
- The ability to work independently and manage multiple projects with competing deadlines on a tight timeline, while maintaining strong attention to detail;
- Demonstrated ability to build and maintain effective relationships with a broad range of constituencies, including people who are impacted by our work;
- Ability to be resilient, understanding that remediating anti-Blackness is a marathon and not a sprint;
- When necessary, a willingness and availability to travel throughout Illinois and work on weekends.

COMPENSATION

Exempt, full-time position. The salary range for the Director of Family Integrity is \$100,000 - \$140,000, based on experience. Benefits include Blue Cross and Blue Shield Medical Coverage: HMO, Traditional PPO, or PPO w/ HSA contributions. Dental and vision insurance Options, 12 paid Holidays, paid Time Off (PTO), and a 401K Plan.

INQUIRY AND APPLICATION PROCESS

Applications should be submitted electronically via email to info@ilblackadvocacy.org and include a:

- Cover letter introducing yourself & your values, detailing your interest in the position and how both your work and lived experiences have prepared you for this position (take care not to share the same exact information that can be found on your resume), and
- Resume.

Please include "Director of Family Integrity" in the subject line of your email.

Applicants that advance to a **second-round interview will be asked to share a writing sample**. This position will remain open until filled.

Note: IBAI is a fully remote office with access to co-working space in Chicago, Illinois. While the office is remote, **all team members are expected to be available for in-person meetings and travel**. The Executive Director is based in Chicago. The individual selected for this position **must live in Illinois within 6 months of their first day of employment**. If you are invited for an interview, the first interview will be held over video conference.

IBAI staff are required to provide proof of vaccination or have an approved Medical exemption prior to starting employment. If an approved Medical exemption is obtained, weekly testing may be required. While performing the essential duties of this job, the employee is required to sit and stand for sustained periods of time, frequently talk, hear, use hands and fingers to feel, handle and operate objects or controls, and occasionally stand, bend, stretch, stoop, kneel and crouch.

The Illinois Black Advocacy Initiative is an equal opportunity/affirmative action employer. All qualified persons are encouraged to apply, regardless of race, color, creed, ethnicity, national origin, ancestry, age, height, weight, sex, gender identity, sexual orientation, disability, marital or domestic partner status, former incarceration or religious affiliation.