

## JOB POSTING: Director of Strategy & Partnerships



### 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 Strategy and Partnerships (“Director”) is an exciting opportunity for a strategic and persuasive leader determined to grow Black political power to create meaningful systems change for Black communities and people in Illinois. The target candidate is passionate about creating vehicles to advance Black Liberation, identifying political opportunities to support Black communities, and eliminating anti-Black policies and practices that harm Black communities and people. This position is **ideal for someone with demonstrated experience winning grassroots issue or electoral campaigns, building and maintaining a diverse coalition, and legislative engagement**. While IBAI is a collaborative organization, they should have the ability to independently craft a concept, articulate a strategy, and implement an action plan. A successful candidate is **flexible and comfortable working within a growing organization** while also maintaining their substantive work. This position reports directly to the Executive Director.

IBAI is a fully remote office based in Chicago, Illinois. While the office is remote, **all team members are expected to be available for in-person meetings and travel**. The individual selected for this position **must live in Illinois within 6 months of their first day of employment and, if necessary, travel to Illinois before moving**.

## **PRIMARY RESPONSIBILITIES:**

- Organize mission-and-vision aligned organizations into a powerful, cohesive group organized around winning meaningful change for Black communities;
- Develop and execute campaign plans, set strategies, and win outcomes;
- Find opportunities to advance coalition efforts and provide meaningful support to mission-and-vision aligned organizations;
- Plan and lead political education seminars and create political landscape analyses (power mapping) for IBAI-led coalitions;
- Translate IBAI priorities to diverse audiences, including funders and donors;
- Maintain and develop relationships with diverse organizations and elected officials;
- As IBAI grows, supervise mid career organizers;
- An ability to travel throughout Illinois.

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

- Demonstrated experience leading and building coalitions (including developing coalition structure);
- Minimum of 7 years experience organizing communities or coalitions to advance reforms (or win elections) to public systems;
- A demonstrated ability to think critically and strategically about problem solving and systems change;
- Demonstrated ability to develop and maintain relationships and partnerships with coalitions of organizations, community members/leaders, and public officials both remotely and in person;
- Excellent interpersonal skills;
- An articulable understanding of movement building;
- A demonstrated ability to communicate clearly and effectively, both verbally and written;
- Outstanding integrity, professionalism, discretion, and sound judgment to handle sensitive, high-profile, and otherwise sensitive information in an appropriate manner;
- Ability to work well under pressure, with attention to detail.

## **COMPENSATION**

Exempt, full-time position. The salary range for the Director of Strategy and Partnerships 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](mailto: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 Strategy & Partnerships**” 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.

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.