



## Director of Policy and Organizing

### *Position Description*

Human Impact Partners (HIP) is looking for a Director of Policy and Organizing to join our team. This is an exciting opportunity to collaborate across public health practitioners/institutions and community power-building organizations, as well as across strategies within HIP. It's an opportunity to vision, design, and lead systems change processes to achieve health equity, racial justice, and power-building.

**Status:** Full-time, ideally starting May 2022

**Starting Salary Range:** \$102,000-\$112,000

**Reports To:** HIP Co-Directors, either Solange Gould or Lili Farhang

**Location:** A strong preference for candidates based in the Bay Area, California; However, may consider remote. Oakland-based staff are expected to return to the office sometime in 2022.

## About Human Impact Partners (HIP)

[Human Impact Partners](https://www.humanimpact.org/) is a national public health organization that transforms the field of public health to center equity and builds collective power with social justice movements. We are a growing nonprofit with 17 staff, headquartered in Oakland, CA and with staff across the country.

We believe that sustainable, long-term change to improve social, economic, and political conditions comes about through organized social movements, and by explicitly challenging unjust power imbalances and systems of advantage and oppression. With racial inequities and power inequality at unprecedented levels, public health must be deeply engaged in larger social justice movements to achieve health for all. This requires building bridges between our worlds, so that public health's power — our voice, evidence, and resources — are more strategically aligned with and responsive to social movements that are leading the changes we need to advance health and racial equity.

To that end, HIP conducts advocacy, organizing, policy-driven research, and capacity building to target public health practitioners, health institutions, and the broader social and economic systems and policies that create health, with a particular focus on community safety, economic security, housing justice, and climate change. The throughline in all of this is our support of grassroots community power-building organizations to help build their power and bridge with public health.

## About the Position

HIP is establishing a new Director of Policy and Organizing position within the organization. The purpose of this new position is to set an integrated research, advocacy, and organizing agenda in

support of community power-building and policy change campaigns, focusing on our priority issue areas of community safety, housing justice, economic security, climate justice, and other determinants of health. Currently, we have several teams at HIP supporting national partners and communities by providing [policy-focused research](#); engaging in [direct advocacy](#); and mobilizing health practitioners and institutions around federal, state, and local campaigns (for example, through our [Public Health Awakened](#) Network). As HIP grows, we seek someone to help set a broader vision and strategy for this work, and to ensure we are being as effective as possible.

### **Director of Policy and Organizing Responsibilities:**

- **Strategy design, development, and implementation:** Develop and implement an overarching strategy and goals for our policy, advocacy, organizing, and research work in support of social justice campaigns with Co-Directors, staff, and external partners. This includes:
  - Building relationships with local, state, and national organizing and advocacy networks and coalitions, in alignment with our issue areas, to identify opportunities for collaboration and partnership on campaigns, and participation in coalitions
  - Developing partnerships with organizing and advocacy networks and coalitions who are interested in leveraging public health expertise, evidence, and voice
  - Identifying and implementing integrated research, advocacy, and organizing projects to support partner policy campaigns
  - Developing benchmarks for success and overseeing the implementation of goals and projects with an eye towards quality and innovation, ensuring alignment with organizational goals, and strategic plan
- **Team and staff coaching and support:** Provide leadership, feedback, and supervision to 3-4 high-functioning programmatic teams at HIP, including our research team, our organizing team, and issue-based teams focusing on community safety, housing justice, and economic security. This includes:
  - Continuing to develop a cohesive and integrated Policy and Organizing team identity
  - Supporting teams to develop and implement program goals and work plans
  - Identifying organizational and professional growth opportunities for teams and staff
  - Supporting the development of research and communications products for use in advocacy and organizing campaigns
  - Assessing and designing internal communication, coordination, and collaboration approaches, with the goal of maximizing the impact and effectiveness of our work
- **Leadership, fundraising, and strategy:** Engage in HIP organizational leadership, management, and strategy:
  - Work closely with Co-Directors and senior staff as a strategic partner, and to identify and steward opportunities for synthesis across our strategies and teams in alignment with HIP's organizational goals

- Fundraise with Co-Directors and staff to advance sustainability of the team, and develop and maintain relationships with funders
- Supervise and mentor staff
- Contribute to thought leadership and narrative strategy at HIP, via digital organizing, conferences, blog posts, and other communications
- Participate in organizational development work to deepen our own equity and power-sharing practices
- Travel (out-of-state/overnight) approximately 1x per month once it is safe to do so again.

## About You

### Values:

- A deep commitment to [HIP's mission, vision, and values](#)
- Commitment to a social movements approach to achieve health equity and racial justice
- Understanding of power, and the need to build power with communities
- Commitment to collaboration

**Skills and expertise:** *(This section describes the skills and expertise that are most important to this position. We realize not everyone will be equally strong in all of these areas. We also know you can bring strengths and talents beyond what we've listed! If you have a vision and excitement for this role and our organization, we welcome your application.)*

- A strong structural racial, gender, and economic analysis aligned with HIP's vision and values
- At least 10 years experience working in mission-driven organizations that prioritize social justice, racial equity, and/or community power-building
  - At least 5 years leading policy, advocacy, and/or organizing campaigns related to community safety, economic security, housing justice, climate change, racial justice, or other social determinants of health
  - At least 5 years managing complex projects, teams, and competing priorities
- Understanding of and familiarity with grassroots organizing and community power-building strategies and tactics, and with policy advocacy
- Basic understanding of qualitative and quantitative research methods, and an understanding of how to use research as a tool to support social justice movements and campaigns
- Experience in communications, messaging, and narrative change to support policy and advocacy campaigns
- Exceptional organizational skills and ability to prioritize and coordinate multiple projects, activities, and actions with competing deadlines; ability to balance short and long-term objectives and details with the big picture

- Experience supervising and supporting staff development across different professional backgrounds
- Strong facilitation skills, ability to manage conflict, and demonstrated ability to build consensus, negotiate, and strategically disagree within a diverse and highly collaborative work environment
- Ability to exercise independent judgment and take initiative in an environment with shifting priorities
- Excellent writing, editing, and verbal skills, including the ability to clearly and empathetically communicate with a wide range of people
- Fundraising and funder management experience
- Lived experience belonging to communities most impacted by structural inequity

**How to apply:** Please submit all of the below as a single PDF document to [DirectorPolicyOrganizing2022@humanimpact.org](mailto:DirectorPolicyOrganizing2022@humanimpact.org) by **March 21, 2022 at 5pm Pacific Time**.

- A cover letter describing why you believe you are a good fit for this position and organization
- Your resume or CV
- 3 references (we will not call references without letting you know first)
- Writing sample: Please submit either: 1) A public product/resource you've created that illustrates your perspective and experience with organizing, advocacy, and/or policy change, OR 2) An internally-focused campaign or advocacy strategy, workplan, or planning document you've created that shows how you've designed or implemented an initiative. We understand that you may have worked with others to create the product, but we would like something that you took the lead on, were the primary author of, or primarily moved to completion. Please briefly explain what your role was in creating it.

### **Hiring Process:**

Our hiring process involves: a first round interview that lasts ~1 hour; a second round interview that lasts ~2.5 hours, including time to learn about compensation and benefits with our Operations Director; and, checking professional references for our final candidate(s). By the end of the process, we're hoping candidates will have had a chance to meet with between 3-5 HIP staff. We will inform you of the staff you are interviewing with in advance. We expect to complete this by April 29, 2022 and we will notify all applicants of their status by that date.

### **Compensation and benefits:**

- Starting salary range: \$102,000-\$112,000 annually.
- Time off (annually): 12 sick days; 3 weeks vacation for first 2 years, increasing over time to 5 weeks at 5 years; 9 annual holidays plus winter holiday closure from December 24-January 1; and 1 floating holiday.
- Health care: Full medical, dental, and vision coverage. HIP pays 100% of staff premiums and 50% of premiums for eligible dependents.

- Retirement: After 6 months on staff, HIP contributes the equivalent of 7.5% of salary to our 403b plan, regardless of employee contribution; staff may make additional contributions to either a regular or ROTH 403b plan.
- Permanently remote staff: Funds for home office workstation equipment and furniture, and reimbursement for ongoing home office expenses
- Additional benefits: Flexible spending accounts for health and dependent care expenses, ClipperDirect (for Bay Area staff), monthly cell phone reimbursement, annual professional development funds, and a flexible, wellness-oriented work culture and schedule

**Equal Opportunity Employment:**

Human Impact Partners is an Equal Opportunity Employer. We strongly encourage people directly impacted by the issues we work on (such as community safety, economic security, housing, immigration), people of color, people with disabilities, and LGBTQ+ folks to seek employment or board opportunities with us. We don't conduct criminal background checks on candidates.