

## Position Description

### **All\* Above All**

**Position Title:** Chief of Strategies and Campaigns

**Location:** Remote – continental USA

**Reports to:** Co-Director, All\* Above All

**Hours per week (average):** 40

**Overtime Status:** Exempt

### **Position Summary**

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The Chief of Strategies and Campaigns provides overall strategic leadership of the campaign work at the federal, state, and local level to advance abortion access and work at the intersections of racial, economic, and immigrant justice. They advance the strategic direction of the programmatic work of both the (c)(3) and (c)(4); identify new opportunities; and manage programmatic staff. The Chief of Strategies and Campaigns is part of the Executive Team working together to set the organizational direction, establish priorities, and facilitate cross-organization collaboration and innovation of All\* Above All and All\* Above All Action Fund.

### **Responsibilities and Tasks**

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#### ***Strategy, Vision and Leadership***

- Works closely with the Co-Directors, All\* Above All to develop a clear long-term, overarching vision and strategic direction for the (c)(3) and (c)(4).
- Works with the Co-Directors and the Executive Team to develop and execute the next phase of All\* Above All's growth plan.
- Provides the organizational leadership required to manage change and ensure strategic integration across strategies and campaigns.
- Builds internal capacity to design issue-based campaigns that create long-lasting power; that center the voices and perspectives of people of color struggling financially and working at the intersections of racial, economic, and immigrant justice; and that utilize a range of grassroots and grassroots strategies and tactics.
- Ensures that all campaigns and strategies have a clear long-range vision, measurable goals, workplan, and budget and that those efforts are integrated and complementary across the organization.
- Creates and provides guidance to cross-departmental teams of staff to develop and execute campaign plans.

#### ***Team Development/Leadership***

- In partnership with the Chief of Staff and Operations ensures integration between All\* Above All's programs and operations.

- Works closely with various consultants to ensure alignment across strategies, campaigns, and other efforts.
- Supervises Co-Directors, Abortion Coverage Campaign and Director of Political Strategies (c4); responsibilities include supporting, coaching, and developing individual team members, and providing course-correcting guidance when necessary.

#### ***External Leadership***

- Ensure strong organizational relationships and that cross-organizational and cross-movement collaborative approaches are nurtured and/or deepened.
- Build and maintain strategic relationships with progressive allies, principals, political candidates, policy makers, media outlets, and constituents to advance campaign goals.
- Serve as part of the spokesperson team representing the (c)(3) and (c)(4) in print or for video/broadcasting opportunities.

#### ***Other***

- Due to the coronavirus pandemic, this position does not require travel until travel restrictions are lifted. In normal circumstances, this position requires travel (up to 25%) to various states and cities, particularly Washington, D.C. or New York City for coalition, legislative, and campaign team meetings.
- Other tasks as assigned by the Co-Director, All\* Above All.
- All employees of NVF are required to complete timesheets.

#### **Education, Experience, Knowledge, Skills and Ability**

- Seven to ten years' experience in coalition building and management and/or movement building strategies within reproductive, economic, immigrant, and/or racial justice.
- Political or electoral campaigns, strategy, or organizing experience is a plus.
- An understanding of and commitment to reproductive justice and ensuring access to abortion for all people.
- Effective written and oral communications skills and passionate public speaker.
- Ability to multitask and shift priorities; aptitude for working under tight deadlines amidst competing priorities.
- Ability to lead in a collaborative, participatory environment as well as work autonomously.
- Effective project and people manager.
- A proven ability to understand and resolve complex issues.

#### **Valued and Non-Essential Education, Experience, Knowledge, Skills and Ability**

- An understanding of abortion access as an economic, immigrant, and racial justice issue.
- Experience working on issues impacting Black, Indigenous, and people of color; young people; and/or immigrants; or people struggling financially.
- Views culture shift, organizing, and movement building as key components of issue campaigns.
- Strong commitment to centering people of color and striving to be anti-racist.
- Values a shared leadership model.

## **How to Apply**

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Submit a resume, cover letter highlighting additional professional or personal experience that informs your qualifications and interest in working at All\* Above All, and three references to [Meagan@allaboveall.org](mailto:Meagan@allaboveall.org).

Deadline for submission: TBD, will accept them on a rolling basis until position is filled.

Salary range: \$130k-150k.

## **Hiring Statement**

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All\* Above All is a project of New Venture Fund (NVF), a 501(c)(3) public charity that incubates new and innovative public-interest projects and grant-making programs. NVF is committed to attracting, developing, and retaining exceptional people, and to creating a work environment that is dynamic, rewarding and enables each of us to realize our potential. NVF's work environment is safe and open to all employees and partners, respecting the full spectrum of race, color, religious creed, sex, gender identity, sexual orientation, national origin, political affiliation, ancestry, age, disability, genetic information, veteran status, and all other classifications protected by law in the locality and/or state in which you are working.