



a project of  
newventurefund

## Campaign Directors (2) Remote

### EXECUTIVE SUMMARY

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**All\* Above All**, a project of New Venture Fund, is a catalyst for abortion justice, envisioning a world where abortion care is affordable, available, and supported for everyone who needs it. Launched in 2013 as a women of color-led effort to restore and sustain public insurance coverage of abortion, the organization changed the game a few short years later by mobilizing policymakers and the public around the harm of these bans, especially for those unable to make ends meet. After years of bold work that centers people of color working to make ends meet, All\* Above All recently expanded its mission and scope beyond insurance coverage of abortion, to other abortion access issues and strategies, particularly at the intersection of racial, economic, and immigrant justice issues. All\* knows that race, economic insecurity, and immigration status can multiply the already-massive barriers to abortion care, and that true abortion justice must incorporate these issues.

Throughout this transition, All\*'s goal is to continue to empower a new generation to be bold and take action with All\*'s uplifting approach, cross-movement work, and digital and grassroots strategies, to ensure that abortion care is available for all. As part of this expanding vision and strategy, All\* is growing its staff team, currently at 13 members.

All\* Above All now seeks to engage **two** Campaign Directors to lead federal, state, and local advocacy, culture change efforts, network development and other strategies that advance abortion access at the intersection of economic, immigrant, and racial justice. One Campaign Director will focus on medication abortion and abortion coverage campaigns, and one will focus on immigrant justice and network partnerships. The Campaign Directors will develop and implement emerging growth strategies in close coordination with each other, All\* Above All's Co-Presidents, federal, state, and communications strategies teams, and other staff, consultants, and network partners. The Campaign Directors will each supervise one to two staff members and will and report to the Co-President.

This search is being conducted by [NPAG](#). Application instructions can be found at the end of this document.

### CAMPAIGN OVERVIEW

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All\* Above All is a catalyst for abortion justice, envisioning a world where abortion care is affordable, available, and supported for everyone who needs it. Launched in 2013 as a women of color-led effort to restore and sustain public insurance coverage of abortion, the organization changed the game a few short

years later by mobilizing policymakers and the public around the harm of these bans, especially for Black, Indigenous and People of Color communities working to make ends meet.

All\* employs four pillars to advance abortion justice:

- As strategy accelerators, All\* builds momentum and power by sharing tools, resources, and expertise with national, state, and local partners.
- As narrative shapers, All\* shifts culture, narrative, and public perceptions on issues of abortion.
- As policy movers, All\* moves proactive abortion policy at the local, state, and federal levels.
- As network builders, All\* brings partners together to build strength within and across movements.

Together with 130 organizational partners, All\* has been an accelerator for success across the country, including:

- Introduction of the EACH Act in the U.S. House and Senate.
- Collaborating with Illinois, Maine, and Oregon advocates to lift or expand insurance coverage for abortion.
- Sparking cities like Boston, Travis County, and Durham to declare their support for coverage, and others like Austin and New York City to dedicate local funds.
- Ensuring that elected officials from city halls to the White House are committed to ending coverage bans.
- Partnering with economic justice organizations like One Fair Wage to support and pass the D.C. \$15 per hour wage increase.
- Increasing public support for lifting the Hyde Amendment to an all-time high of 62%.

## OPPORTUNITIES AND CHALLENGES FACING THE CAMPAIGN DIRECTORS

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The two Campaign Directors will be highly collaborative, visionary, organized strategists who can articulate clear, measurable goals that advance the campaign efficiently and effectively towards its goals. One Campaign Director will focus on medication abortion and abortion coverage campaigns and will supervise two Campaign Coordinators. The other Campaign Director will focus on immigrant justice and network partnerships and will supervise the Manager of Partner Engagement. Specifically, the Campaign Directors will:

**Lead and drive complex campaigns and strategies that advance abortion access at the intersection of economic, immigrant, and racial justice.** As a whole, the Campaign Directors will organize and drive issue campaigns centered around federal, state, and local policy advocacy, culture change efforts, network development, and other relevant strategies, in order to implement goals around medication abortion care, abortion coverage, immigrant justice and network development. The Campaign Directors will work to build collective political power with partners to shift the narrative, support policy efforts, and advance culture change campaigns on medication abortion care, abortion coverage and immigrant justice, and coordinate the infrastructure to advance these strategies. They will ensure programmatic excellence through the development of systems, timelines, and resources needed to achieve strategic goals, and drive planning for

campaign meetings and events. They will create and manage campaign budgets, and work with All\*'s staff and Chief of Culture and Operations to ensure financial sustainability of campaigns. The Campaign Directors will also track and assess objectives and benchmarks across priority goals.

**Build strong, effective, collaborative relationships and strategic partnerships with key players.** The Campaign Directors will play a significant and collaborative role in nurturing and strengthening All\*'s campaign network of organizational partners, individual leaders, and other movement stakeholders. They will represent the campaign and its interests and perspectives with current and potential campaign partners while cultivating and nurturing those relationships.

**Collaborate across teams to ensure alignment and coordination of All\*'s campaigns and strategies.** As members of the Senior Management team, the Campaign Directors will support the Executive Team in strategic thinking and planning for the campaign as a whole, while reinforcing the culture and values of All\* Above All. The Campaign Directors will work closely with federal strategies, state strategies, communications, and other campaign staff and teams to ensure alignment and coordination among efforts. In addition to their supervision of the Campaign Coordinators and Manager of Partner Engagement, the Campaign Directors will support cross-sections of the team to advance the goals of various campaigns, and they will manage campaign consultants as required to further programmatic vision and goals.

## QUALIFICATIONS OF THE IDEAL CANDIDATE

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While no one candidate will embody all the qualifications enumerated below, the ideal candidate will possess many of the following professional and personal abilities, attributes and experiences:

- At least five to seven years experience with coalition-building and management, political process and strategy, electoral organizing, and/or movement building strategies within reproductive, economic, immigrant, and/or racial justice movements and organizations;
- A keen understanding of and commitment to reproductive justice and ensuring access to abortion for all people.
- A strong track record of developing and maintaining meaningful working relationships with a diverse group of stakeholders.
- Excellent written and oral communication skills.
- A well-developed ability to multitask and shift priorities, and an aptitude for working under tight deadlines amidst competing priorities.
- A demonstrated capacity to excel in a fast-paced, team-based participatory environment, as well as work autonomously.
- Significant experience as a project manager, with attention to detail.
- A proven ability to analyze complex issues.
- A capacity to lead and guide staff with empathy, positivity, and curiosity.
- A well-developed capacity to manage in all directions and proactively seek out new strategy opportunities.
- A general 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; immigrants; and/or people working to make ends meet.
- 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, cross-collaborative leadership model.
- This position requires travel (up to 50%) to various cities for campaign, legislative, and team meetings, once the COVID-19 pandemic restrictions are lifted. Due to the pandemic, All\* Above All staff are not traveling in 2021.

### **Compensation & Benefits**

The salary for this position is \$100K annually. The salary listed is the final offer in consideration of the total compensation package for this position. Additionally, it reflects All\*'s compensation philosophy to be equitable in employment offers, and aligns with responsibilities at the Director level.

Comprehensive benefits package that includes 100% employer-paid health, dental, and vision insurance, 3% employer match on 401k contributions, pre-tax transportation benefits, and paid holidays, vacation, sick, and volunteer time off. All\* Above All also offers supplemental benefits like a home office equipment bonus, professional development funds, and paid sabbatical leave.

### **Hiring Statement**

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.

### **TO APPLY**

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More information about All\* Above All may be found at: <https://allaboveall.org/>.

The search is being led by Cara Pearsall and Yuniya Khan of NPAG. Due to the pace of this search, candidates are encouraged to apply as soon as possible. Candidates may submit their cover letter, outlining their interest and qualifications, along with their resume and three references via NPAG's candidate portal. Please indicate in your cover letter whether you are interested in a specific Campaign Director position or prefer to be considered for both.

**All\* Above All is an equal opportunity employer and proudly values diversity.  
Candidates of all backgrounds are encouraged to apply.**