



a project of
newventurefund

Chief of Strategies and Campaigns Remote

EXECUTIVE SUMMARY

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 campaign 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. At this unique moment of growth and transformation, All*'s Co-Presidents, Silvia Henriquez and Destiny Lopez, recently announced their departure from All* Above All, leaving a strong and auspicious future for abortion coverage and abortion justice. All* will soon be preparing to bring on its next President, who will lead the campaign into its next era of leadership and contribution to the movement. Building on the legacy of the outgoing Co-Presidents, All* presently seeks a Chief of Strategies and Campaigns (CSC) to help lead and strengthen its exceptional team to meet the critical needs of the moment.

As a key member of the Executive Team, the CSC will support and oversee the campaigns and initiatives teams as they execute All*'s vision and strategy. The CSC will ensure operational efficiency, as well as strategic focus and alignment across All*'s campaign teams and functions, and cultivate a culture of openness, innovation, and collaboration across the organization. They will serve as a connector, problem-solver, and coach who holds the vision of All*'s projects and connects the dots across all campaigns. The CSC works collaboratively to set the organizational direction, establish priorities, and facilitate cross-organization collaboration and innovation for All* Above All and All* Above All Action Fund. The CSC will report to the President of All* Above All.

The CSC will be results-driven and able to meet adversity with tenacity. They will be a master organizer and project planner who consistently looks ahead and anticipates needs before they arise. They will be a natural problem-solver, and analytical and structured in their thinking. They create order out of chaos by identifying systems and processes in need of refining. They deeply understand campaign operations and can synthesize information to recommend a plan of action. A successful CSC will be positive, empathetic, flexible, and curious.

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

CAMPAIGN OVERVIEW

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 CHIEF OF STRATEGIES AND CAMPAIGNS

The CSC will be an agile and seasoned leader with strong strategic acumen, and a first-hand understanding of the challenges and needs of a growing organization. They will bring a strong strategic mindset, an ability to get things done, and a high degree of emotional intelligence. Specifically, they will:

Hold the vision for and ensure strategic alignment and integration across organizational campaigns and strategies. The CSC will oversee All*'s campaigns and initiatives teams as they execute the vision and

strategy developed by All*'s leadership. The CSC will hold the big picture goals of all campaigns and initiatives, while ensuring strategic focus and operational efficiency across teams and functions. They will serve as a connector and problem-solver, connecting the dots across All*'s campaigns, and helping to drive decisions and bring together key stakeholders to generate solutions and strategies. In addition, the CSC will work with various consultants to ensure that all campaigns and strategies align with All*'s long-range vision.

Provide overall leadership, guidance and coaching in building innovative, resilient, effective campaign staff teams in the midst of significant organizational change. The CSC will lead and nurture staff teams in a season of major organizational shifts. They will employ strong leadership development skills to identify and hone strengths in staff members and build the capacity to influence outcomes and drive momentum around campaigns as needed. They will work closely with the management team to develop strategic agendas and ensure an ongoing trajectory towards outcomes and results. The CSC will guide and coach cross-departmental teams in the development and execution of campaign plans. They will lead the annual work planning process and propose new systems and processes for streamlining campaign operations. They will work with staff teams to create campaign workplans and budgets, develop measurable goals, and ensure these efforts are integrated and complementary across the organization. Additionally, the CSC will supervise several Directors, and, in collaboration with the Chief of Culture and Operations, will oversee the onboarding of new staff to All*'s programmatic, strategic work.

Collaborate with the Executive Team to set organizational vision, direction, and priorities. As a member of the Executive Team, the CSC will work collaboratively to set organizational direction, establish priorities, and facilitate cross-organization collaboration and innovation for All* Above All and All* Above All Action Fund. They will work in tandem with the Chief of Culture and Operations to shape internal processes and communication, uphold All*'s culture and values, and ensure that programs and operations are integrated in a way that supports All*'s vision.

QUALIFICATIONS OF THE IDEAL CANDIDATE

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 seven to ten years of experience as a strategic leader and effective project and people manager within reproductive, economic, immigrant, and/or racial justice movements and organizations. Political or electoral campaigns, strategy, or organizing experience is a plus.
- A keen understanding of and commitment to reproductive justice and ensuring access to abortion for all people.
- Results-driven, with the ability to multitask and shift priorities; strong aptitude for working under tight deadlines amidst competing priorities.
- An analytical problem-solver who is solutions oriented, able to connect dots across campaigns and initiatives, and identify systems and processes in need of adjustment.
- A proven ability to anticipate, understand, and resolve complex issues.
- Effective written and oral communication skills.
- Ability to lead in a collaborative, participatory environment, as well as work autonomously.
- A capacity to lead and guide staff with empathy, positivity, and curiosity.
- Demonstrated mission alignment with the view 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.

Compensation & Benefits

The salary for this position is \$135k 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 Chief-level.

Comprehensive benefits package 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

More information about All* Above All may be found at: 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 website.

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