

Senior Director of Policy and Advocacy

Girls for Gender Equity

The Details

Location: Brooklyn, NY (remote candidates with NYC campaigns experience considered)
Start Date: December 2023
Salary Range: \$105,000 - \$125,000 + Benefits (see *Benefits & Culture overview below*)
Reports To: Chief of Staff

The Opportunity

As Girls for Gender Equity (GGE) moves toward growth and larger strategic initiatives, the need to develop creative and effective ways to improve functioning, procedures, protocols, and planning is critical to our impact. The Senior Director of Policy and Advocacy will utilize their expertise in organizing, policy, and activism to lead campaigns that support GGE's mission. The role will initially focus on building upon our existing community and relationships across New York State, while looking ahead and building strategy for GGE to extend our reach nationally.

Your Day-to-Day

35% - Policy, Strategy & Government Relations

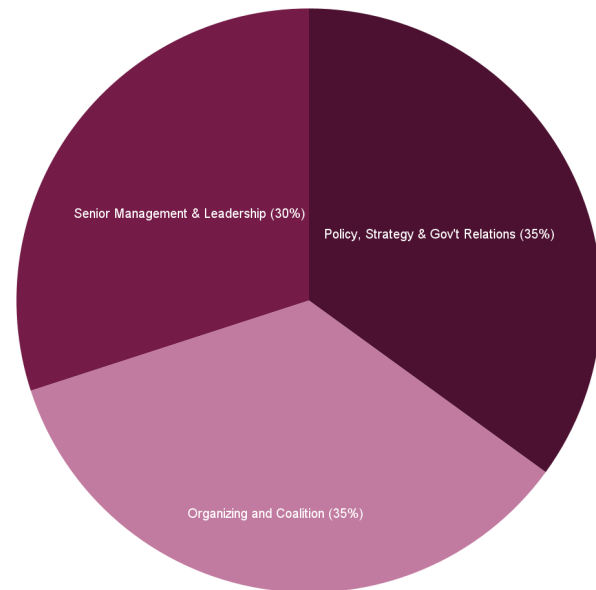
As Senior Director of Policy and Advocacy, you will work with the policy team to drive GGE's policy and lobbying strategy at the city, state, and federal levels in strategic and timely moments throughout the legislative session. You will work closely with the leadership team to ensure that GGE's policy strategy is appropriately responsive to current and ongoing justice and equity movements. You will serve as a technical expert, having a deep understanding of New York City, New York State, and the national political landscape, with particular attention to racial and gender equity; continuously assessing the current political landscape and making strategic choices about GGE's organizing and policy tactics, serving as our senior point of contact for Policy and Government Relations including the Governor's office and White House policy councils with the CEO.

35% - Organizing and Coalition

You will work with the youth organizing team to drive local and statewide organizing strategies to build political power in service of GGE's campaigns including but not limited to reproductive justice, abolishing patriarchal violence, ending criminalization and pushout while centering Black girls and gender expansive youth. You will lead rapid response mobilization efforts, in partnership with GGE staff, to provide individualized support and development for emerging leaders, with particular attention to young people. This role will maintain relationships with organizational leaders and counterparts at partner organizations in efforts to build and run effective coalitions that support cis and trans girls of color and GNCNB youth of color.

30% - Senior Management & Leadership

In this Senior Director role, you will support both policy and organizing teams with strategy, collaborations and budget. You will streamline work plans and ensure your team's success through strong leadership, coaching, and effective



planning. You'll work with the Development and Finance teams to plan the program budget, track expenses, and report on key activities for the purpose of fundraising and securing resources for GGE's work.

The Skills You'll Need

Success in the Senior Director of Policy and Advocacy role will require a deep commitment to GGE's mission and core values, deep expertise in planning and strategy, as well as a strong desire to lead and win campaigns. The ideal candidate will also bring the following skills, attributes, and experiences:

- Familiarity with legal frameworks for 501c3 and 501c4 eligible activities. (GGE is only a c3)
- Demonstrated expertise in legislative advocacy, including strong technical policy writing skills. JD a plus.
- At least 7-10 years' progressive experience in policy and organizing, including leadership experience
- Familiarity with a range of tools to help organize GGE's base online, including but not limited to CRM, SMS and emerging products to mobilize supporters
- Strong analytical, writing, and communication skills with the ability to organize and communicate ideas in a clear, succinct, and accurate manner
- Impeccable attention to detail, systems, and processes
- Willingness to remain flexible, shift priorities when needed and maintain a consistent sense of perspective
- Ability to effectively collaborate with a senior leadership team, providing strategic thought partnership and driving the team toward results
- Ability to coach and support junior staff
- Familiarity, comfort, and ability to thrive within a small, dynamic team environment

The People

In this role, you will supervise Directors, Deputy Directors, junior staff and interns on organizing and policy projects; act as a resource to other team members during the development and implementation of initiatives. The role will frequently collaborate with the Senior leadership team including Sr. Directors of Impact, Programs and Evaluation and both internal and external stakeholders.

The Organization

Girls for Gender Equity (GGE) is an intergenerational advocacy organization that works through a Black feminist lens, to achieve gender and racial justice by centering the leadership of Black girls and gender-expansive young people of color to reshape culture and policy through advocacy, youth-centered programming, and shifting dominant narratives.

GGE challenges structural forces -- racism, sexism, transphobia, homophobia, economic inequality -- that work to constrict the freedom, full expression, and rights of trans and cis girls and young women of color, and GNCNB youth of color. We ultimately believe in and work toward a world where cis and trans girls of color and gender non-conforming/non-binary youth of color are free.

The Next Steps

If you are interested in this role, please visit Girls for Gender Equity's Join the Team website and apply [via JazzHR](#). Applications will be reviewed on a rolling basis, with a preferred start date of December 2023.

GGE is an Equal Opportunity Employer. GGE provides equal employment opportunities to all employees, job applicants, interns, and volunteers without regard to race, color, religion, creed, political association, ancestry, sex, sexual orientation, gender identity or expression, marital or partnership status, national origin, immigration or citizenship status, age, military or veteran status, pregnancy, caregiver status, handicap or disability, genetic information or characteristic, unemployment status, arrest or conviction record, credit history, status as a victim or survivor of

Benefits & Culture at Girls for Gender Equity

In addition to competitive salary, impactful work, and a great team, Girls for Gender Equity provides comprehensive perks and benefits. A brief overview:

Healthcare Coverage

- Org-sponsored medical, dental, and vision insurances (with plans available at no cost to the employee).
- We offer FSAs and HSAs with monthly contributions from the organization for eligible health plans.

Vacation and Paid Time Off (PTO)

- All full-time employees receive:
 - 12 paid holidays
 - Generous vacation & personal paid time off, increasing with tenure
 - Paid sick, bereavement, and parental leaves
 - Weekly time off to focus on wellness

Selected Perks and Culture

- Employees receive support to pursue training, coaching, public engagements, and professional licensing (in collaboration with employee supervisor).
- GGE prides itself on being a workplace where employees bring their full selves to work. We regularly work to ensure that our core values are part of our workplace practice and way of being. We foster generative learning & reflection.
- GGE's current work model is a 10am-6pm work day with hybrid flexibility.