

JOB ANNOUNCEMENT

Title: **ADVOCACY DIRECTOR**
Status: Full-time, exempt
Reports to: Interim Executive Director
Location: Portland, Oregon

POSITION OVERVIEW

The Coalition of Communities of Color (CCC) seeks a new member of its team to lead our advocacy strategy. The Advocacy Director is responsible for developing and implementing a strategic advocacy program including legislative strategy, coordination with political allies, liaison with formal and informal coalitions, and organizational involvement in ballot measure campaigns. The Advocacy Director reports to the Interim Executive Director, and works closely with policy staff. This is a new position for the CCC.

ORGANIZATIONAL OVERVIEW

The mission of the CCC is to address the socioeconomic disparities, institutional racism, and inequity of services experienced by our families, children and communities; and to organize our communities for collective action resulting in social change to obtain self-determination, wellness, justice and prosperity. Formed in 2001, the CCC is an alliance of culturally-specific community based organizations with representation from the following communities of color: African, African American, Asian, Latino, Native American, Pacific Islander, and Slavic. The CCC supports a collective racial justice effort to improve outcomes in education and community and economic development through advocacy, culturally-appropriate data and research, and leadership development in communities of color. For more information, please visit www.coalitioncommunitiescolor.org.

DESCRIPTION OF DUTIES

- Supports the organization and its members to strengthen their effectiveness in racial justice advocacy
- Facilitates the development of legislative, executive branch and local government policy priorities for the organization
- Develops and implements tactical steps to achieve the organization's policy priorities through advocacy with state and local elected and appointed decision-makers
- Leads the organization's endorsement process, including assistance in coordinating with campaign personnel and legislative leadership
- Collaborates with coalition staff, leaders and allies in the development and implementation of campaigns plans
- Monitors legislative and advocacy efforts in Oregon and among peer organizations in other states
- Develops and implements strategic communications and messaging in support of the organization's advocacy strategy
- Sends out timely advocacy updates and action alerts to members, partners and community at large
- Develops and nurtures relationships with ally organizations and represents the organization at coalition tables
- Identifies and completes policy research and develops policy initiatives in support of the organization's mission and legislative agenda
- Researches promising practices for lobbying, legislative advocacy, rulemaking analysis and advocacy, racial justice policy awareness and analysis, and related public policy research
- Lobbying activities in alignment with organizational mission and program goals, including creating and maintaining relationships with key elected leaders





- Collaborates with Bridges – the CCC’s leadership development initiative – to support placements of leaders of color in advocacy efforts and campaigns
- Assists the Interim Executive Director and staff in securing funds for the organization’s work through grant identification and writing, direct solicitation, social media and events
- Supervises policy staff
- Willingness to work extended hours in Salem during legislative sessions
- Responsible for ensuring compliance with all state and local laws related to advocacy and/or lobbying
- Other duties as assigned

QUALIFICATIONS

- Bachelor’s degree or commensurate experience preferred
- Minimum 3 years’ experience in related field required, including lobbying, campaigns, public policy development and community organizing
- Commitment to racial justice, and dedication to and experience working with organizations of color
- Supervisory experience preferred
- Excellent relationship building skills
- Project management experience
- Understanding of public policy
- Understanding of and navigation of the Oregon legislative process
- Understanding of political strategy and political landscape on local and state levels
- Demonstrated experience with issue campaigns
- Ability to create work plans to support legislative and policy goals in ways that build the organization’s effectiveness and influence over time
- Understanding of grassroots organizing and how to increase political influence with strategic mobilization of issue supporters
- Ability to use tools such as online policy resources, online statistical research, policy research and analysis, techniques of online advocacy, polling and research, and others
- Ability to self-motivate, self-direct, and manage multiple projects simultaneously
- Successful grant writing experience
- Superb writer skilled at making complicated ideas accessible to the general public through policy one-pagers, briefs, and reports

COMPENSATION

Starting salary is \$60,000. Paid time off is based on tenure with the organization and includes accrual of sick and vacation hours. We also provide medical and dental insurance, a Flexible Spending Account, Life Insurance, and a monthly transportation stipend. Employees may enroll in a 401k retirement plan after one year of employment.

TRAVEL REQUIRED

Travel is required for this position including frequent travel to and from Salem during legislative session. Must possess a valid Oregon driver’s license, automobile and provide proof of insurance. Mileage and travel expenses are reimbursed per CCC policy.

TO APPLY

Please send a cover letter and resume via email to Dani Ledezma, Interim Executive Director at:

dani@coalitioncommunitiescolor.org. **No phone calls, please.** The position will remain open until filled. All applicants will be notified once a hiring decision has been made.