



State Innovation Exchange (SiX) Senior Associate, Reproductive Rights

About the State Innovation Exchange

The State Innovation Exchange (SiX) is a 501(c)(3) policy, strategy, and resource center for progressive state legislators. We empower, embolden, and equip state legislators to build and wield progressive governing power by/with/for the people they represent. We do this by providing legislators with the tools needed to shape impactful public policy and building their capacity to lead with their constituents. We foster long-term collaboration between legislators- across chambers and, across regions, and across state lines - and with grassroots movements. Our vision is an equitable, resilient, healthy, and prosperous future for every person in the United States, which is secured and safeguarded by progressive state legislators. SiX's sister organization, SiX Action is a 501(c)(4) that works alongside SiX to build capacity of state legislators by providing policy development, communications tools, and technical assistance.

About the Reproductive Rights Department

We believe in working with state legislators to build power for and with the people, and that reproductive freedom – including the right and ability to access abortion care – is a critical cornerstone of progressive values. The SiX Reproductive Rights department leads the country's only cross-state cohort of state legislators advancing reproductive rights, health, and justice, the [Reproductive Freedom Leadership Council \(RFLC\)](#). Through a prioritization of racial justice, economic justice, and democracy, SiX repro provides a space for cross-state learning and sharing best practices, training and technical assistance, and messaging guidance to normalize support for abortion.

About this Position

The Senior Associate, Reproductive Rights reports to the Senior Director of Reproductive Rights and supports the development of the organization's reproductive rights program. This position plays a central role in implementing SiX's reproductive rights program and engagement and works closely with all members of the reproductive rights team, as well as our state directors.

Salary and Benefits

At SiX, we commit to equal pay for equal work. To counter pay inequality and uphold internal parity, we use a nonnegotiable starting salary system, while benchmarking our pay to highly competitive markets in the nonprofit sector. **The nonnegotiable starting salary for this position is \$75,000.** In addition, SiX offers competitive benefits including generous healthcare coverage options for you and your family, life insurance, a retirement match, flexible schedule and a generous leave and holiday schedule. [More information about our benefits and compensation philosophy is available here.](#) This is a full-time, exempt position. The position is remote and open to anyone living in the United States. Due to the COVID-19 pandemic, we have prohibited work-related travel for the foreseeable future.

Role Responsibilities

All staff at SiX have personalized role responsibilities – the outcomes and impacts you are expected to deliver as part of your unique role within the organization. As the Senior Associate, Reproductive Rights you report to the Senior Director, Reproductive Rights and will be responsible for delivering on the following expectations in your day-to-day work:

1. *Program Implementation - RFLC:* Work with the reproductive rights and state directors teams to manage, recruit for, and cultivate state legislators involved in the [Reproductive Freedom Leadership Council](#) (RFLC), including leading on individual, personalized communication with state legislators and identifying opportunities for and helping implement skills-building webinars, information-sharing, and other project ideas. In coordination with the Director of Reproductive Rights Communications, help identify opportunities to support and amplify RFLC legislators' voices on issues related to reproductive freedom. Manage lists and data related to the RFLC. Stay abreast of state reproductive rights, health, and justice policy developments.
2. *Program Implementation – Legislators and Partners:* Respond to technical assistance requests from legislators including but not limited to support in policy analysis, strategic development, research, and communications, coordinating with colleagues as needed. Connect and collaborate with national and state coalition partners to ensure legislator engagement is complementary and responsive to movement trends and needs. Represent SiX in coalitions, participate meaningfully, and report back opportunities and ideas to the team.
3. *Program Implementation – Trainings and Convenings:* Coordinate logistics and content of in-state, regional, and national trainings, strategic conversations, and other legislator events, providing support to colleagues in some instances and serving as program lead on others. Coordinate with stakeholders and represent SiX at conferences, events, and meetings.
4. *Organizational Alignment:* In partnership with the Senior Director, Reproductive Rights, ensure that the reproductive health team meets its organization-wide expectations with regard to living our organizational values, practicing equity and inclusion, ensuring compliance with applicable rules and regulations, and achieving coordination and cohesiveness with SiX's strategic plan and overall programmatic goals.

Core Competencies

All staff roles at SiX are grounded in a set of core competencies that are standardized across the organization based on the type of role you hold. As the Senior Associate, Reproductive Rights you will be responsible for delivering on the following core competency expectations in your day-to-day work:

1. *Equity and Inclusion.* You have a demonstrated understanding of the role that racial, gender, economic, and other inequities play in our society and in movement-building and demonstrate an ability to effectively collaborate across lines of difference.
2. *Program Implementation.* You are able to successfully execute the activities of your program/issue area(s) and contribute to the success of your team and the organization overall.
3. *Partner Engagement.* You are able to cultivate and maintain successful and professional partnerships with external stakeholders in the implementation of your work.
4. *External Communication and Brand Management.* You are able to advance the organization's reputation, profile and brand with key stakeholders. You possess excellent written and verbal communication skills.
5. *Knowledge Management.* You are detail oriented and able to support in the collection, synthesis and dissemination of information about your team's work, internally and externally.

6. *Financial Administration.* You are able to provide timely, accurate financial information as needed to comply with all internal financial protocols.
7. *Fund Development.* You are able to assist with securing resources for the organization. Upon request, you may be asked to participate in the design and implementation of funding requests. You may be asked to participate in fund development, both in writing and in-person, to targeted audiences.
8. *Compliance.* You are able to comply with relevant nonprofit laws and adhere to internal policies, practices, and protocols.
9. *Organizational Culture and Values.* You are able to practice and uphold organizational values in your day-to-day and long-term work. You participate in creating a team culture that is productive, collaborative, and equitable.

Organizational Values

All staff at SiX are responsible for upholding our organizational values, which were developed collaboratively by all staff. These describe the way we strive to do our work together and the kind of organizational culture we want to build. As the Senior Associate, Reproductive Health you will be responsible for demonstrating the following behaviors in carrying out your day-to-day work:

1. *Equity and Inclusion.* Actively practice our commitment to racial, gender, economic, and social justice. Demonstrate an openness to cultivating progressive, inclusive leadership and welcoming different learning and leadership styles. Seek and accept feedback about ways to strengthen your awareness and understanding of how to create more inclusiveness in your speech and behavior. Practice humility and continuous learning. Commit to repairing relationships with your speech or behavior has promoted inequity or exclusion.
2. *Collaboration.* Proactively build relationships with your colleagues and partners. Demonstrate respectful speech and behavior. Be honest, kind, and direct in instances of conflict. Adopt a stance of “having each other’s back.” Resist habits of individualism and competition in favor of turning toward and building with one another.
3. *Accountability.* Demonstrate the ability to own and achieve your responsibilities at work. Attend to both the results and the process by which you achieve your results. Pay attention to details, anticipate roadblocks, offer solutions, drive work forward, include relevant stakeholders when making decisions, follow through with delivering high-quality work on time.
4. *Integrity and Trust.* Do not withhold information but democratize knowledge. Acknowledge both your successes and your mistakes. Practice forthrightness, “saying the thing,” graciously giving and receiving feedback, and building your own skills and capacity as well as that of your colleagues.
5. *Initiative and Tenacity.* Take responsibility for your success and the success of your teammates. Demonstrate the ability to manage and successfully execute on the work in the context of a remote organization. Offer and seek answers and options proactively, in consultation with your supervisor, colleagues, and partners. Challenge implicit assumptions and create explicit agreements.
6. *Flexibility.* Embody a “getting to yes” attitude and a propensity for working through roadblocks, building consensus, and course correcting when necessary. Engage in continuous learning and reflection. Seek feedback. Apply your learnings to subsequent projects and responsibilities. Welcome change and seek ways to adapt to new information, people, and circumstances.
7. *Innovation.* Commit to learning and growing the organization’s work. Stay open to possibility. Greet new opportunities with curiosity and a sense of possibility and openness. Contribute to a culture that lets us grow, try new things, succeed (or fail), and learn from our efforts.

How to Apply

Interested applicants should submit a compelling cover letter and resume to jobs@stateinnovation.org. Please indicate “Senior Associate of Reproductive Rights” in the subject line of the email. Applications will be reviewed on a rolling basis until the position is filled. Priority will be given to candidates who apply July 16, 2021.

State Innovation Exchange is an equal opportunity employer. We encourage people of color, Indigenous people, women, LGBTQ folks, and immigrants to apply for open positions. We do not discriminate on the basis of race, color, religion, gender, gender identity, sexual orientation, disability, national origin, age, marital, and/or veteran status or any other characteristic or activity protected by federal, state, or local law.