



State Innovation Exchange (SiX) Director, 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, 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 the capacity of state legislators by providing policy development, communications tools, and technical assistance.

Position Summary

The Director, Reproductive Rights helps to drive the execution of the organization's reproductive rights program. This position plays a central role in guiding SiX's [Reproductive Freedom Leadership Council](#) and will recruit, train, and connect legislators from across the country who will commit to a reproductive health, rights, and justice values platform and elevate this issue in order to create a mandate for positive change. This position will support the project's efforts to track and report on reproductive health policy moving in all 50 states and provide policy and messaging guidance in collaboration with partner organizations.

Advancing Reproductive Health, Rights, and Justice through Faith Initiative: The Director, Reproductive Rights will direct a new SiX Reproductive Rights initiative to support state legislators of faith in their ability to govern effectively by centering - and not ignoring - their faith. The goals of this initiative include working with state legislators to: reclaim faith as a framework for championing reproductive freedom, organize and support state legislators to utilize their faith to ground their work advancing reproductive health, rights, and justice, and connect state legislators to thriving faith-based progressive organizations for authentic collaboration, strategizing, and power building.

The Director, Reproductive Rights position works with national staff at SiX, as well as in-state and national partners to promote reproductive health, rights, and justice policies and support and organize legislators throughout the country.

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 \$85,000. 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.

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 Director, 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. *Strategy and Program Execution:* Hold a deep understanding of the reproductive rights, health, and justice movement including gaps and needs as it relates to state policies and state legislators, and specifically hold or develop a point of view on how the progressive faith community can partner with state legislators committed to reproductive justice. Help lead the team in programmatic ideas and implementation, including state strategic planning and skills-building sessions and other legislator events and trainings. Extend the reach and impact of the Reproductive Rights team by increasing legislator recruitment in key states, partnering with coalition members on opportunities for legislators to grow their skills, and responding nimbly to emerging communications, advocacy, and policy technical assistance needs. .
2. *Partner Management:* Lead collaboration with state and national partners including developing new relationships with national and state faith-based organizations to achieve jointly beneficial programming and projects (i.e. webinars, trainings, policy materials, etc.). Strengthen partnerships and build new ones for the overall objectives of the portfolio, practicing justice-oriented and respectful coalition relationships. Connect legislators and advocates who have been advancing the repro and faith-based work in states and communities. Keep partners abreast of SiX's work and identify opportunities for partner and legislator collaboration.
3. *External Affairs:* Represent the program to external stakeholders when required, which may include the press, partners, at conferences/convenings, and with legislators. Advance the organization's reputation, profile, and brand with key stakeholders.
4. *Knowledge Management:* Help lead a cohort of legislators to counter antiabortion messages and arm legislators with guiding principles that connect faith and reproductive health, creating programming to strengthen the skills and support they need to feel prepared and energized to authentically communicate their faith-informed values as it relates to reproductive justice. Ensure all reporting requirements for your portfolio are met in a timely manner. Identify and elevate key project outcomes to leadership and teammates across departments. Work collaboratively to integrate cross-state and cross-program activities.
5. *Financial Management:* Develop and maintain event and project budget for your program objectives. Ensure project spending in line with internal systems and processes and funder requirements. Ensure all receipts and expenses are coded correctly and submitted for review and approval in a timely manner.
6. *Fund Development:* Develop content that contributes to high-level work for key funders that support the Reproductive Health, Rights and Justice portfolio, including grant reports and attendance at meetings, where required. In collaboration with the Sr. Director, Reproductive Health and the Executive Team, support proposal development and design.

7. *Organizational Alignment:* In partnership with the Sr. 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 Director, Reproductive Rights you will be expected to demonstrate the following core competency expectations in your day-to-day work:

1. *Equity and Inclusion.* You are able to consistently integrate your deep understanding of key equity concepts into work projects and interactions by addressing structural implications and disproportionate impacts of policies, activities, and decisions on race, gender, class and other group identities within the context of job responsibilities and projects.
2. *Strategy and Implementation.* You are able to provide strategic consultation and advice in the formation, oversight, and execution of your team's work and their deliverables. You ensure ongoing programmatic excellence and accountability for your team in alignment with SiX's organizational strategic plan and funder requirements. You are able to successfully implement the core activities of your department/issue area through direct program implementation and/or the management of staff who are responsible for program implementation.
3. *Staff Management.* You are able to support and cultivate staff. You effectively engage in and resolve conflict and you are able to adeptly manage across lines of difference within a multi-racial organization.
4. *External Partner Management and Movement Building.* You are able to identify, cultivate, and maintain successful partnerships with external stakeholders in the implementation and impact of your department/issue area. You possess the ability to identify, recruit, hire, delegate, and manage contractors and/or vendors to implement components of the work, on an as needed basis.
5. *External Communications and Brand Management.* You are able to adeptly represent the organization and serve as a spokesperson and thought leader with legislators, the public, and members of the press. You advance the organization's reputation, profile, and brand with key stakeholders. You possess excellent written and verbal communication skills.
6. *Knowledge Management.* You are able to provide consultation and input on the design of systems, processes, and tools to better support the facilitation, collection, and sharing of knowledge that is generated by your portfolio. You ensure consistent data collection and analysis on key project outcomes. You work collaboratively with the senior management team to integrate cross-program activities and functions.
7. *Financial Oversight.* You are able to assist with managing the resources of your department/issue area. You manage your team to provide timely, accurate financial information, as needed, and comply with all internal financial protocols.

8. *Fund Development.* You are able to successfully secure resources for your department/issue area. You are able to effectively design funding requests, and communicate those ideas, both in writing and in-person, to targeted audiences.
9. *Compliance.* You are able to ensure that all activities within your program area/department, as well as the staff you manage, comply with relevant nonprofit laws and adhere to internal policies, practices, and protocols.
10. *Organizational Culture and Values.* You are able to ensure that you and the staff you supervise practice and uphold the organization's values in your day-to-day and long-term work. You steward and exemplify an organizational 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 Director, Reproductive Rights 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 submit one single PDF file with your cover letter and resume and indicate "Director, 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 by **Wednesday , December 15th**.

State Innovation Exchange is an equal opportunity employer. We encourage people of color, 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.

Research suggests that women and BIPOC individuals may self-select out of opportunities if they don't meet 100% of the job qualifications. We encourage anyone who believes they have the skills necessary to succeed at SiX to apply for this role.