



State Innovation Exchange (SiX) Organizing Director, Economic Justice

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 Organizing Director, Economic Justice, leads the execution of a newly designed body of work for SiX, infusing an economic justice lens throughout SiX's work and organizing state legislators cross-state and nationally to advance economic justice (from worker power to family economic security to progressive revenue and beyond) through state policies.

The project: To take on the generational challenges we face, SiX will launch a new project on *State Legislators as Agents for Economic Justice*. This project will capitalize on our matrixed model -- national programming and cohorts of hundreds of legislators organized around key issues combined with on-the-ground staff serving as trusted strategic advisors to legislators in key states -- to address race-forward economic equity and opportunity. This work will be complemented with our wrap-around support services, including training, research and communications, targeted at state legislators who operate with little-to-no staff support. Ultimately, this project will create a cadre of well-trained state legislators with enhanced policy literacy, strategy, motivation, skills and abilities to champion key state economic policies, supported by SiX. Relatedly, this project envisions a way for us to engage both broadly on the economic policies that are necessary for people to thrive and the democratic tools and mechanisms of participation to ensure that those policy reforms can take root and provide the benefits that they promise.

The position: The Organizing Director, Economic Justice will work closely with the organization's programs and coalition partners to drive existing programming, and create and execute new programming in support of this project. This position reports to the Senior Vice President of Strategic Initiative and will work closely with the Senior Director of Legislative Affairs, the legislative team, and the

strategic initiatives and services team. Strong candidates will have a demonstrated history of equitable participation in coalitions, experience in economic justice policy and/or organizing, a race-forward understanding of economic justice issues, a desire to build something new and the skills to do so, and a collaborative and collegial stance.

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 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. SiX is a fully remote organization; however, this position may require travel throughout the U.S.

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

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 Organizing Director, Economic Justice you will be responsible for delivering on the following expectations in your day-to-day work:

1. *Strategy and Program Execution:* Spearhead strategy, tactics, and implementation of a growing body of work at SiX to organize legislators around economic justice issues and strengthen their ability to promote strong state policies. Track national, in-state, and regional moments and innovations and identify opportunities to act. Build targeted state legislator relationships and deliver technical assistance support as requested. Spearhead economic justice trainings or resources for legislators in collaboration with key partners and internal colleagues. Successful candidates will employ an organizer lens to support state legislators across the country while maintaining a strong understanding of state and federal economic policy. Successful candidates will demonstrate ability to build upon existing bodies of work while creating a new, dedicated level of support to economic justice issues.
2. *Partner Management:* Lead collaboration with state and national economic justice organizations to achieve jointly beneficial programming and projects. Collaborate with external partners for day-to-day program implementation and partnership generation. Liaise with federal bodies and organizations to create resources for state legislators to implement federal investments with an economic justice, racial justice, and gender justice lens. Successful candidates will demonstrate an equity-centered and collaborative approach to coalitions and partnerships and will show their experience in leading impactful partnerships.
3. *Internal Affairs:* Work closely across teams and programs internally to integrate a strong economic justice lens into SiX's communications and research offerings and throughout our reproductive rights, democracy, and sustainable agriculture programs. Successful candidates will be collegial and collaborative and able to navigate across teams and programs to identify shared

goals and projects to meet those goals.

4. *External Affairs:* Participate in movement-wide leadership roles and serve as a spokesperson and thought leader in the press or at coalition events as opportunities arise. Advance the organization's reputation, profile and brand with external stakeholders and at key events. Drive the integration of intersectional economic outcomes of policies into our external relations. Partner with SiX's communications and research teams to design and develop public-facing materials.
5. *Knowledge Management:* Ensure all reporting requirements for your portfolio are met in a timely manner. Identify and elevate key project strategies and outcomes to leadership. Work collaboratively to integrate cross-state and cross-program activities and build buy-in and partnership to drive impact.
6. *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.
7. *Fund Development:* Develop content that contributes to high-level work for key funders that support the economic justice portfolio, including grant reports and attendance at meetings, where required. In collaboration with the Senior Vice Presidents and Development Vice President, support proposal development and design.
8. *Organizational Alignment:* In partnership with the Senior Vice President, ensure that we meet our 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 indicate the position you are applying for 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 April 8, 2022.

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. As

a part of our ongoing racial equity work at SiX we ask applicants to voluntarily disclose their racial identity. This allows us to monitor the diversity of our applicant pool and helps to ensure that notification of job opportunities as SiX are reaching marginalized communities. These disclosures will be aggregated. Individual disclosures will not be available to anyone involved in evaluating applicants at any stage. We also anonymize application materials by removing candidates name and educational institutions before sending job descriptions to the hiring committee. This helps to mitigate implicit bias against people of color.