



State Innovation Exchange (SiX) North Carolina State Director

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. In addition, 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.

About this Position

The North Carolina State Director leads the execution of the organization’s coalition building, policy promotion, training, and legislative organizing strategies. This position plays a central role in the effectiveness and impact of SiX’s Legislative Affairs team and partners with SiX’s in-state and national partners to promote progressive policies and support progressive legislators in their state. This position also plays a critical role in liaising with other departments across SiX to promote collaborations across projects.

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 requires frequent travel throughout North Carolina and occasional travel out of state. Due to COVID-19, SiX staff are not required to travel in their official capacity (and may conditionally choose to travel if they are vaccinated). When we are able to resume normal travel, there will be frequent travel within North Carolina.

Notes: 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 North Carolina State Director you report to the Senior Director of Legislative Affairs and are responsible for delivering on the following expectations in your day-to-day work:

1. **Strategy and Implementation:** Develop strategy and goals for your state, in line with SiX's organizational strategic plan and funder requirements. Broaden and deepen the SiX legislative network in your state and where possible, beyond creating cross state connections. Assist and support legislators, staff, and partners in agenda-setting and message development around progressive legislative priorities. Oversee issue research to inform policy, framing, and strategic decisions. Coordinate with progressive legislators, partners, and stakeholders, working to provide tighter cross-chamber and inside/outside communication, collaboration, and coordination. Provide strategic and policy support to legislators, including connections to national and state partners on key issue areas (including but not limited to democracy and voting rights, economic empowerment and justice, reproductive rights, agriculture and food, and other progressive policy priorities that advance racial justice in North Carolina). Maintain knowledge of the state-level policy landscape. Provide a state-level perspective to programs within the Legislative portfolio and across the organization, identifying opportunities to coordinate across programs and departments. Arrange, coordinate, and facilitate policy and communications trainings, strategic conversations, and other events. Support SiX national/regional offerings in outreach, recruitment, event support, and more. Ensure high-quality results for program implementation in your state and in projects where you are collaborating with other issue areas/departments.
2. **Partner Management:** Identify, cultivate, and maintain partner relationships in your state, aligning partner and legislator engagement to promote progressive policies. Provide connections between in-state legislators, staff, and partners on SiX's issue programs. Collaborate with partners and coalitions on key organizational projects and initiatives.
3. **External Affairs:** Represent the organization to external stakeholders when required, which may include the press, partners, at conferences/convenings, and with legislators, as asked. Advance the organization's reputation, profile, and brand with key stakeholders. Participate in national conferences and events, as needed. Act as an in-state presence and state liaison for SiX.
4. **Knowledge Management:** Ensure all reporting requirements for your portfolio are met in a timely manner. Identify and elevate key project outcomes and/or policy, advocacy, and legislation to leadership. Work collaboratively to integrate cross-state and cross-program activities.
5. **Financial Management:** Develop and maintain a state-level budget for your program objectives. Ensure project spending is in line with internal systems and processes and funder requirements. Review monthly financial spend and projections with Senior Director, Legislative Affairs and

ensure adjustments are approved, as necessary. Ensure all receipts and expenses are coded correctly and submitted for review and approval in a timely manner.

6. **Fund Development:** Represent your state to donors and partners, as needed. Develop content that contributes to high-level work for key funders that support the Legislative Affairs portfolio, including grant reports and attendance at meetings, where required. In collaboration with the Senior Vice President, Legislative Affairs and the Executive Team, support proposal design and writing for proposals for your state and the larger Legislative portfolio; contribute to the development of proposal design, writing, and budgets as required. Facilitate funding opportunities assessment in your state, as they arise and work closely with the Senior Director, Legislative Affairs and the Senior Vice President, Legislative Affairs, to determine if they are viable for the organization. Ensure appropriate follow up, as needed.
7. **Organizational Alignment:** In partnership with the Senior Vice President, Legislative Affairs and the Senior Director, Legislative Affairs, ensure that the Legislative Affairs 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.
8. **Compliance:** Understand and ensure compliance with both federal lobbying laws and your state's lobbying, ethics, and gift laws. Ensure all reporting requirements for your state are met in a timely manner. Abide by all organizational compliance guidelines and raise compliance questions or concerns as appropriate.

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 North Carolina State Director you will be responsible for delivering on 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 North Carolina State Director, 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 name it as

“LastName_FirstName_NC”. For example, “Doe_John_NC”. 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 Thursday, March 31, 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.