Now Hiring
Advocacy Director

Reports to: Executive Director
Position Status: Exempt, Salaried; FTE (40 hours/week).
Salary: $60,000-$75,000 FTE/year plus benefits.
Office in St. Paul, MN.

To apply: Submit resume and cover letter to hiring@genderjustice.us by January 4, 2019.
We will consider applications on a rolling basis so please apply as soon as you are able. Include “Advocacy Director” in the subject line.

Organization:
Gender Justice is a 501c3 nonprofit legal and policy advocacy organization based in St. Paul, Minnesota devoted to addressing the causes and consequences of gender inequity. We seek remedies for discrimination based on sex, gender, or sexual orientation. We represent clients directly in state and federal court and before administrative agencies in impact and strategic litigation cases. In addition to pursuing justice through the legal system, we also advocate for policies that expand gender equity and educate the public about their rights and how to fight gender discrimination. This is an exciting time at Gender Justice as we expand our programs under a new strategic framework currently under development by the board and staff. We’re a small but mighty organization looking for the newest member of our ambitious, highly-effective, and growing team.

Position Summary:
The Advocacy Director is a member of Gender Justice’s senior leadership team and provides vision and direction for our policy, legislative, and social change advocacy program – and the organization overall in partnership with the Executive Director. The Advocacy Director will work to advance gender justice through policymaker education, legislative policy development and lobbying (within the limits of our 501c3 status), development of strategic partnerships, coalition-building, and administrative advocacy. Priority issue areas include: gender-based violence and harassment, LGBQ rights, transgender rights, women’s rights, reproductive rights and justice including abortion access and maternal health. The Advocacy Director will serve as a passionate and visible spokesperson and as a prominent leader throughout the organization, among stakeholders, in the community, and nationally where appropriate.

1. Legislative Program Leadership
   a. With the Executive Director, identify legislative priorities for each session of the Minnesota Legislature and develop and execute strategies to further the priorities.
   b. With Legal Director and Staff Attorney, analyze bills; prepare Gender Justice comments, draft testimony, fact sheets or related materials in support of or opposition to proposed legislation.
2. **Coalition and Campaign Leadership**
   a. Co-lead the [Minnesotans for Trust, Respect, Access Campaign](#) and help to build and manage the coalition, develop campaign strategies, and coordinate collaborative activities.
   b. Develop policy, issue education, and movement-building strategies and activities that integrate communications, public engagement, and strategic partnerships in collaboration with Executive Director, Communications and Engagement Manager, and consultants.
   c. Help to identify opportunities for policy change related to Gender Justice litigation.
   d. Participate in other coalitions, task forces, and other groups aligned with Gender Justice on legislative issues within subject areas.
   e. Establish and maintain relationships with national, local and regional social, economic, and racial justice partners, LGBTQ, women’s, and civil rights organizations to expand and enhance the movement for expanding gender equity through; as appropriate, participate in national coalitions.

In addition to working with Minnesota-based advocates, the Advocacy Director will work with national social justice allies and campaigns such as the [Equal Pay Today! Campaign](#), as well as with our colleagues in the Alliance, a consortium of four other state/regional law centers in Washington, Pennsylvania, California, and New Mexico.

**Qualifications**

- Minimum of 6 years’ experience in public policy advocacy, lobbying, grassroots organizing, or coalition-building.
- Master’s degree in public policy or public administration or a JD may be beneficial for this position but is not required.
- Demonstrated ability to work effectively with, and quickly gain the support of various constituencies including coalition partners, staff, legislative representatives and staff. Existing strong relationships with legislators or movement partners preferred.
- Willingness to take risk and initiative and to think boldly and creatively about strategies to advance gender equity. We seek a strategic thinker who actively connects and places Gender Justice’s policy advocacy program in the broader gender equity movement context.
- A track record of successful leadership through strong communication, collaboration, and relationship-building.
- Self-motivated, resourceful, and creative, and confidence with planning, problem-solving, and responding thoughtfully to changing, and at times, uncertain environments.
- Experience developing long-term plans, tracking progress towards goals, and prioritizing and managing multiple projects simultaneously while ensuring deadlines are met.
- Commitment to Gender Justice’s mission and values, which include racial, social, and economic justice.
- A high level of independence, good judgment, excellent speaking and writing abilities.
- Experience working effectively with/in communities of color, LGBTQ communities, and low-income people.
- Sense of humor and a commitment to a diverse, collaborative work environment.
- Some travel required.
Full-time employees are eligible for employer-subsidized health and dental insurance, generous paid time-off, and 3% employer-match to an IRA.

Gender Justice is an equal opportunity employer. We seek to build a staff reflective of our values of equity and inclusion with regard to race, culture, ethnicity, class, religion, physical ability, age, gender, gender identity, and sexual orientation. As an organization working in solidarity with the reproductive justice, economic justice, and racial justice movements, Gender Justice is committed to fostering the leadership of women, people of color, Native and indigenous people, LGBQ and trans people, immigrants, and others living in marginalized communities.

Please email info@genderjustice.us or call Megan Peterson, Executive Director, at 651-789-2090 with questions about this opportunity or the hiring process. We know it takes time to apply for a job and are happy to help you determine if this opportunity might be a good fit for you.