JOB ANNOUNCEMENT: Amplify Political Director

APPLICATION DEADLINE: July 10th, 2020 or until filled

Send resume and cover letter to jobs@pugetsoundsage.org; Subject: Amplify Political Director.
Questions can be addressed to Esther Handy, Interim Executive Director, at esther@pugetsoundsage.org

ABOUT PUGET SOUND SAGE AND SAGE LEADERS
Puget Sound Sage is a dynamic and mindful multi-racial and worker centered think and act tank. We develop our policy priorities by grounding our policies in community-based research and vetting potential policy opportunities with people of color and worker led and serving organizations. From this process, we have advocated for and passed some of our region’s most exciting policies that promote climate justice, good jobs, equitable development, and leadership development in low-wage and people of color communities. Our campaigns and theory of change are rooted in racial justice, which for us means a deep commitment to supporting base-building organizations to provide research and analysis that wins innovative policy and supports building power in the region.

Our family of organizations includes Puget Sound Sage (501c3) and Sage Leaders (501c4). Our new affiliated 501c4 organization works to transform our political system and build power in communities of color and low income communities by offering leadership development programs for civic leaders. The mission of the Amplify program at Sage Leaders is to recruit, train, and support progressive leaders at the local level, prioritizing those currently underrepresented in public life - Black, Indigenous, and People of Color, LGBTQ people, young people, and women. We believe relationships are paramount and reject the transactional nature of politics as usual. We are passionate about making structural changes that allow people from our communities to thrive in political leadership.

Position title: Amplify Political Director
Position type: full-time, salaried (exempt)
Rate of Pay: $70,000 to $75,000 annually, DOE
Reports to: Interim Executive Director
Start date: August 2020
Location: Seattle, WA
(Remote until Stay Home Stay Safe Order is lifted)

ABOUT THE POSITION
Puget Sound Sage is seeking an experienced Political Director to lead Amplify program’s work to support progressive civic leaders of color. This position is ideal for a visionary, mission driven leader who wants to amplify the voices, experience, and expertise of communities we most need in public office. We are seeking someone who is passionate about community accountability, deep relationship building, and racial equity, with strong project and people management skills.

The Political Director will be responsible for setting the direction of the Amplify program as well as executing support programs for candidates and elected officials. Additionally, the Political Director will play a key role in leading the long-term political direction of Sage Leaders. Reporting directly to the Interim Executive Director, this position will manage and oversee the Amplify Program Manager and serve on the Sage Director’s Team.
RESPONSIBILITIES

Program Leadership and Political Direction (40%)
- Develop program strategy to recruit, support and elect community leaders to office, then support them as elected champions
- Lead regular program evaluations, with a focus on fostering a team culture of continual learning
- Lead political strategy development including identifying key geographies, races and communities to engage in, participating in endorsement processes and, ensuring alignment with the organizational mission and our community partners
- Develop and maintain working partnerships with organizational partners, including OneAmerica Votes
- Develop and manage program budget with team input

Program Execution (25%)
- Work directly with candidates running for office including individual coaching, convening peer support cohorts and connecting them to training resources.
- Develop and lead support programs for local elected leaders that equips them with the policy, process and personal support necessary to govern

Fundraising (20%)
- Partner with Executive leadership and Development Director to raise $200-$300K annually.
- Ensure all grant deliverables are met and reported on time
- Participate in grant writing, individual, organizational and major donor cultivation

Team Supervision and Organizational Leadership (15%)
- Supervise the Amplify Program Manager
- Manage program relationships with other team members (Leadership Director, organizational partners, etc)
- Participate on Sage Director’s team to share organizational leadership

QUALIFICATIONS

Professional Experience
- 3+ years’ experience in a political leadership role
- Demonstrated experience working with politically underrepresented communities, including, but not limited to, Black communities, Indigenous communities, communities of color, LGBTQ communities, youth, and women of color
- Demonstrated history of building trust and relationships with community partners and elected officials
- Experience managing and coaching staff
- Track record of successful fundraising from individual major donors and foundations, preferably in a political or advocacy context
- Strong and demonstrable skill in project planning, management, and execution
- At least two cycles of electoral campaign experience

Skills, Knowledge, and Values
- Demonstrated commitment to anti-racist, social justice work, including knowledge and familiarity of equity frameworks and the capacity to lead within such a framework
- High-level understanding of social change and progressive movements backed by direct experience with grassroots and electoral efforts
- Strong and clear communication skills, including public speaking and writing
● Thorough working knowledge of the state’s political landscape, campaign finance laws, and basic mechanics of state and local governance
● Excellent strategic thinking and assessment capacity
● Working knowledge of non-profit (c)3 and c(4) management
● Collaborative leadership style

Additional Requirements
● Ability to work occasional evenings and weekends

COMPENSATION
The salary range for this position is between $70,000 and $75,000. Family health benefits available at up to 93% employer-paid, retirement contribution after one year of employment with no employee match required, generous vacation and personal time, fully-covered transit pass, and $1,000 annual allocation for Professional Development per staff person.

TO APPLY
To apply, email resume and cover letter to jobs@pugetsoundsage.org. Please use “Amplify Political Director” as the subject line, and address the cover letter to Esther Handy, Interim Executive Director. In the body of your email, please let us know how you found out about the position, and label all submitted materials with your first and last name. This position is open until filled, but priority review will be given to candidates who have submitted their applications by July 10. Applications received after that date may be reviewed in a second round. Only applicants who are offered interviews will receive a response.

Puget Sound Sage is committed to hiring and advancing personnel with an explicit regard to advance women, Black people, indigenous people, people of color, immigrants, LGBTQIA people, and other people from traditionally underrepresented communities. Further, we are committed to working with allied organizations which do the same.