



New York City Anti-Violence Project
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Title: Director of Community Organizing and Public Advocacy
Department: Community Organizing and Public Advocacy
Reports to: Executive Director

The New York City Anti-Violence Project (AVP) is seeking a visionary and strategic Director for its Community Organizing and Public Advocacy (COPA) department to lead and grow AVP's organizing, education, policy advocacy and research work.

AVP envisions a world in which all lesbian, gay, bisexual, transgender, queer (LGBTQ), and HIV-affected people are safe, respected, and live free from violence. AVP's mission is to empower LGBTQ and HIV-affected communities and allies to end all forms of violence through organizing and education, and support survivors through counseling and advocacy.

PRIMARY FUNCTIONS

The Director of Community Organizing and Public Advocacy (COPA) directs AVP's local, statewide and national organizing, advocacy, education and research; is a member of AVP's Senior Management Team; and oversees the coordination of the National Coalition of Anti-Violence Programs (NCAVP) which is a project of AVP.

DUTIES AND RESPONSIBILITIES

Provide Visionary Leadership to shape the department's work in partnership with direct services to address and prevent all forms of violence.

- Lead strategic visioning for the department and help lead organization-wide visioning.
- Serve as a spokesperson for AVP: 1) in a range of settings such as hearings, conferences, funder meetings, press conferences, interviews and within coalitions; 2) with diverse audiences; and 3) through a variety of communication channels.
- Build and expand relationships to strengthen and amplify AVP's work and impact.
- Foster a positive, healthy, sustainable, innovative, results-oriented work environment.
- Work collaboratively with other departments to ensure communication and cooperation.
- Participate in AVP's staff led Anti-Oppression Process.

Oversee Programs with clear and measurable impact to change policies, practices and attitudes, and establish replicable models for anti-violence work.

- Work with department managers and across departments to develop innovative local, statewide and national community organizing, education and public advocacy programs that support affected individuals and have clear outcomes and impact.
- Analyze policies and trends that impact public advocacy related to AVP's mission.
- Facilitate development of mechanisms for program reporting, documentation, evaluation and dissemination of replicable program designs and models.

Manage Staff Team to inspire creativity and excellence, to support professional growth and development, and to encourage collaboration with internal and external partners.

- Oversee department work in three distinct and overlapping areas: local and statewide organizing and advocacy, education and training, and national advocacy and research.
- Directly supervise, support, coach and evaluate the three staff leaders within the department: Senior Manager of Organizing and Advocacy, Senior Manager of National policy and Research and Training Coordinator.
- Oversee the development and implementation of skills building and professional development plans for all department staff.

Oversee Administrative Systems to ensure smooth and consistent operation of the department.

- Maintain and evaluate department policies, protocols, structures and records.
- Oversee the management of all private foundation, government and corporate grant contracts and funder relationships.
- Oversee the preparation and management of budgets and reports for the department.
- Help ensure that AVP Board of Directors are knowledgeable about the department's programs and impact by preparing reports and presentations and staffing board committees and meetings, as needed.

QUALIFICATIONS

- Minimum five years of experience managing and building diverse staff teams.
- Minimum seven years of experience developing and leading organizing, policy advocacy and/or education campaigns and coordinating coalitions on a local and/or national level.
- Demonstrated commitment to end violence within and against LGBTQ and HIV-affected communities and other marginalized communities required.
- Ability to work collectively and independently, a sense of humor and commitment to a healthy work-life balance required.
- Excellent oral and written communication skills and experience public speaking required.
- Demonstrated experience integrating anti-racism, anti-oppression and intersectional values and principles into the daily practice of social justice work.
- Experience working closely with survivors of trauma, and commitment to creating and sustaining a trauma-informed environment.
- Ability to build relationships, work well in diverse settings and with a myriad of constituencies and communities needed.
- Experience working in or with direct service organizations preferred.
- Position requires significant night and weekend work and frequent national travel.
- Fluency in Spanish is a plus.

Salary DOE. Good benefits packet. Excellent work environment.

TO APPLY

Submit resume, cover letter including salary requirement, and a short writing sample (1-5 pages) to avphiring@avp.org with "Director of COPA" in the subject line by August 15, 2017. Candidates will be notified if we are seeking an interview. We will not be able to respond to all inquiries. Interviews will be scheduled on a rolling basis. **No calls, please.**

AVP is committed to providing equal employment opportunity to all qualified individuals and endeavors to hire individuals of diverse races, colors, creeds, ethnicities, religions, genders, gender identities or expressions, ages, sexes, sexual orientations, national origins, disabilities, and citizen, marital, veteran and HIV statuses.