



## **CO-EXECUTIVE DIRECTOR SEARCH**

After a six-month process whereby we assessed our strengths, structures and strategic direction, The US Human Rights Network (USHRN) recently announced our intentional decision to move from a hierarchical leadership structure to a shared management model as a way of elevating our commitment to collaboration and harnessing the diverse strengths of our membership. This includes significant leadership capacity across multiple generations, nationalities, cultures, disciplines, and grassroots experiences which is crucial to meeting the full promise of the USHRN in today's rapidly shifting landscape. USHRN therefore identified our first strategic and creative Co-Executive Director, Dr. Vickie Casanova-Willis, PhD and now seeks to hire her Co-Executive Director– to help shape, inspire, and manage the organization's future in collaboration with one another, a talented staff team, dedicated members, and a deeply committed Board of Directors.

To lead the USHRN is to be at the forefront of moving our domestic human rights movement-building process into a more visible, inclusive, equitable, and sustainable space. The Co-Executive Directors must navigate and thrive under these dynamics and be fully committed to jointly guiding the USHRN into the decade ahead. In addition, they must have a track record of implementing anti-racist practices and working to undo institutional racism, sexism, ageism, and ableism in all structures. This is an incredible opportunity for two talented leaders to mesh their skills together in a way that brings out the best in one another and pushes the USHRN to excellence through its upcoming strategic planning transformative process and beyond. Our Co-EDs will work collaboratively to ensure the organization is achieving its highest potential. Each will report directly to the Board of Directors. This is a full-time exempt position.

**To apply:** Email cover letter and resume to: [board@ushrnetwork.org](mailto:board@ushrnetwork.org)

**Timing:** Applications accepted until March 30, 2021. Position is open until filled.

### **Co-Executive Director responsibilities include:**

- 1) Teaming with the Board of Directors and Co-ED to support executive responsibilities including implementation of the Network's collaborative leadership model and organizational culture goals;
- 2) Complementing the current leadership and supporting the responsibilities carved out for the Co-ED relative to human rights engagement including international mechanisms and domestic education and advocacy
- 3) Partnering with the Board of Directors to set overall membership, fundraising, governance, and communications strategies for the organization;
- 4) Implementing the strategic goals and objectives of the organization with or in the absence of additional staff;

- 5) Developing partnerships with funders – corporate, foundations, individual donors, and major donors;
- 6) Co-leading budget development, general operations, communications, member relations, resource development and financial management of the organization;
- 7) Stewarding priority program and policy initiatives, partnerships and related metrics;
- 8) Partnering with Co-ED to recruit, hire, supervise, and develop staff;
- 9) Prioritizing USHRN’s “people-centered” human rights commitment which centers those most directly impacted by human rights violations;
- 10) Other tasks and responsibilities assigned by the Board of Directors.

**Qualifications:**

**EXPERIENCE** - A minimum of seven years of experience with demonstrable success creating, evolving, and evaluating strategy, tactics, opportunities, challenges, inequities, and political and organizational context of human rights movement building and one or more of the following: issue advocacy, grassroots organizing, progressive politics, civic engagement work, or within a similar field.

Demonstrable experience with human rights lobbying, writing stakeholder documents, preparing and leading delegations, participating in public comment/testifying, fundraising and program implementation.

**LEADERSHIP AND MANAGEMENT** - Demonstrable understanding of a collaborative and transparent model for leading, managing and working with people at all levels; managing multiple deadlines, ambiguity, and shifts in the political landscape. Ability to demonstrate an understanding of how power and privilege create barriers to access in our societies and systems.

**PLANNING AND IMPLEMENTATION** - Strategic thinker and decision maker with a knack for planning, creating systems, and driving to results. Proven ability to translate complex and big ideas into appropriate, practical action.

**COMMUNICATIONS** - Strong written and oral communication skills – the ability to speak eloquently one-on-one or in front of hundreds communicating effectively with diverse audiences.

**PASSION AND COMMITMENT** - Passion, energy, and drive for the USHRN mission and a profound belief in the ability of directly impacted people to make a positive difference in our world, locally, nationally, and internationally.

**COLLABORATION** - Highly collaborative, with a willingness and ability to be adaptable, flexible, and recognize when compromise is necessary for the betterment of the organization.

**EDUCATION** - A master's degree or higher, especially in a related field is ideal. Life experiences in lieu of formal education are valued and can be considered.

**PREFERRED:**

- Experience serving as a mentor or partner to directly impacted people; an understanding of the impact this investment of learning about, and engaging with the human rights mechanisms can make in their lives
- Local, regional, national, and international knowledge and connections in the USHRN and partner organizations especially pertaining to program support, rights policies, and advocacy

## **ABOUT THE USHRN**

**VISION** - The US Human Rights Network is a national network of organizations and individuals working to strengthen a human rights movement and culture within the United States, that is led by the people most directly impacted by human rights violations. We work to secure dignity and justice for all.

We work to realize human rights by:

- Engaging, connecting, and mobilizing communities, Peoples, workers, and diverse sectors across issue areas, constituencies, and regions to uphold and defend human rights and hold government accountable;
- Building the capacity and leadership of grassroots groups and individuals to effectively apply the human rights framework in developing strategy and making long-term structural shifts to achieve justice;
- Raising the visibility of local human rights concerns and activism to shape the public discourse locally, nationally, and internationally; and
- Facilitating effective collective action to secure the structural change needed to fully realize human rights.

**VALUES** - The USHRN is guided by the following principles:

- Human rights are universal, interdependent, indivisible, and inalienable
- Human rights movements must be led by those most directly affected by human rights violations
- Human rights advocacy and organizing should prioritize the struggles of the poor and most marginalized groups in society
- Human rights movements must be inclusive and respect and reflect the diversity within communities
- Human rights encompass civil, political, economic, social, cultural, environmental, sexual, and development rights for individuals, Peoples, and groups.

The USHRN is an Equal Employment Opportunity Employer and values diverse perspectives, life experiences, and differences. We are committed to being equitable and fair in providing equal access to opportunities for all. The USHRN encourages people of all backgrounds to apply to all our positions, including people of color, LGBTQ people, women, immigrants, people with disabilities and veterans. We believe that a diverse workforce and inclusive workplace culture enhances our ability to fulfill our mission.