

Position: Political Director

Mission Statement

Family Forward is a small nonprofit working to build political and economic power for mothers and caregivers.

We are a group of passionate, feminist, multi-racial, racial justice-minded people who are committed to building structures in our society that will support the work of caregiving. We believe that caring for our children, our parents, and other loved ones is fundamental to our society, and our economy – and the lack of value for the work of caring for others is one of the root causes of large-scale gender and racial inequities.

We started as a grassroots group of impacted mothers and have grown into a leading advocacy organization on gender and economic justice in Oregon. We work for systemic change by 1) organizing mothers and caregivers into a movement to fight for a more equitable system, 2) shifting cultural attitudes about women, work and care; 3) advocating for bold public policies like paid sick days, paid family and medical leave, a higher minimum wage, equal pay for equal work, and affordable childcare.

We have been highly successful – winning some of the best new laws and protections in the nation for Oregon’s families; including for paid family and medical leave, paid sick time, equal pay, pregnancy accommodation, and more.

We work intentionally and deeply with a variety of people and partners to advance this work. We also do our best to walk our talk, and build a workplace that truly honors the health, mental health, and family responsibilities of our staff.

About this Role at Family Forward

The Political Director will be responsible for managing our day-to-day issue campaigns and electoral work. This includes developing and implementing big picture strategies on our campaigns as well as managing our elections work for The Mother PAC.

The Political Director will always use a race and gender justice framework to build equitable and effective campaigns. They will work directly with the impacted women and caregivers we organize and be part of building a transformational approach to the work. They will be a link to many of our organizational and community partners, building collaborative working relationships.

The Political Director will be accountable to the Executive Director and will work closely with the Communications and Organizing Directors. They will also manage our policy staff and government affairs team.

Family Forward is a feminist organization committed to racial and gender justice. It is critical that the Political Director understands and is able to communicate about systems of oppression. If you are looking for an opportunity to impact the lives of mothers and caregivers and have political and campaigns experience, we are eager to meet you.

Essential Duties and Responsibilities:

- Develop and implement high-level campaign plans that incorporate policy, legislative, political, field, communications and organizing strategies.
- Develop and lead our electoral and political work.
- Manage The Mother PAC's work and endorsement process - including training and supporting volunteer leaders on our Endorsement Committee.
- Manage policy staff, government affairs contracts and our overall legislative strategy.
- Monitor and manage legislative priorities at the local, state and federal level.
- Work with the Executive Director and lobbyist to establish and maintain relationships with elected and appointed officials and represent our policy positions in a variety of settings.
- Facilitate strong partnerships with a wide array of organizational partners and manage coalition work. Help find opportunities to form alliances that help advance our strategic priorities.
- Maintain regular communication with staff, members and allies regarding our priority initiatives.
- Coordinate with our Organizing team to support volunteers, Action Team members and leaders. Support members directly in legislative advocacy.
- Work with the Communications Director and other staff to ensure regular and coordinated campaign communications with members, allies and the public
- Be a public voice for the organization, with regular public-speaking engagements.
- Serve as primary contact for state and national public policy campaigns.
- Assist with fundraising and grant reporting, as needed.
- Assist other staff with events, taking a lead role on campaign-related events.
- Support other campaign and organizational work, as needed.
- Have a car and the ability to travel as needed.

Skills and Attributes:

We are looking for someone who:

- Is values-driven and has a strong, demonstrable, commitment to feminism, racial justice and economic justice.
- Works well independently but also enjoys being a part of a small, dynamic, productive team.
- Has the ability to organize, expedite and manage multiple complex projects simultaneously and the discipline to manage their own deadlines.

- Takes initiative and has strong problem-solving skills, but also knows when to ask for help.
- Has a strong understanding or willingness to engage in deep movement building, alongside achieving policy and political wins.
- Can partner with a range of audiences, including such overlapping but different groups as low-wage workers, Black, Indigenous, and women of color, mothers, family caregivers, policy-makers, coalition partners, etc.
- Has experience managing policy campaigns, including developing and executing campaign plans that include field, communications, lobbying, coalition management and spokesperson development.
- Has experience supporting candidate and ballot measure campaigns; understands key components of a campaign and has used the VAN.
- Has a working understanding of the Oregon state legislative process and some background in advocacy or lobbying.
- Has excellent writing and public speaking skills.
- Bonus: Bilingual-Bicultural Spanish/English skills

Wages and Benefits:

This is a full-time position. The salary range is \$65,000-\$80,000, DOE.

Family Forward offers an excellent benefits package to employees including very generous PTO that our employees are encouraged to fully utilize, full employee health and dental insurance, access to a retirement savings plan, along with a great deal of schedule flexibility.

We are committed to living our values and to supporting our employees in coming to work as full people. We value supporting balance between work and our rich personal lives. We value having an inclusive and family-friendly work environment.

To Apply:

Black, Indigenous and people of color, queer, transgender, gender nonconforming people, people with caregiving responsibilities, and people with disabilities are strongly encouraged to apply.

We are focused on building a diverse and inclusive workforce. If you're excited about this position but do not meet all of the qualifications listed above, we encourage you to apply.

Please submit your resume, cover letter to Sharon Bernstein at info@familyforward.org with "Political Director" in the subject line. Your cover letter should speak to your commitment to racial, gender and economic justice and to your relevant experience.

We will begin reviewing applications and making invitations to interview on 3/13/20.

Family Forward Action is in an Equal Opportunity Employer. We do not discriminate on the basis of race, creed, color, national origin, sex, age, sexual orientation or disability.