



JOB ANNOUNCEMENT:

Co-Director - MediaJustice (formerly Center for Media Justice)

Position based in Oakland, CA/SF Bay Area; Can be remote for the right candidate

Anticipated Start Date: 1/6/2020; Position to remain open until filled

The Opportunity

Now in its 10th year of building a grassroots movement for media and digital rights, MediaJustice (formerly the Center for Media Justice), is a national racial justice hub for media and digital rights by and for communities of color and other underrepresented groups -- and home of our signature project, the MediaJustice Network. As we grow, MediaJustice seeks a visionary and strategic leader to provide strategic and highly effective movement and organizational leadership as a full-time Executive Co-Director.

This inspirational and dynamic duo of Executive Co-Directors will partner to forward the organization's bold commitment to creating media and cultural conditions that strengthen movements for racial justice, economic equity, and human rights at a time when these rights face extraordinary threat. To accomplish this, MediaJustice (MJ) employs an intersectional approach to winning media and digital rights through powerful grassroots collaboration, campaigns, and capacity building. Central to accomplishing our mission, work, and "wins", is nurturing our dedicated and passionate team through organizational rigor, culture, and politics.

If you're a top-notch organizational leader with experience planning, funding, marketing and managing high impact and growing progressive organizations, and deep familiarity both culturally and strategically with movements for racial justice, Black liberation, queer, trans and migrant rights -- come lead us as we fight for a future where everyone is connected, represented and free. We might be the connected, joyful and effective team you've been looking for.

The Position

The Executive Co-Director will be a bold, tactical and visionary leader with experience scaling an organization, leading diverse and advanced staff teams, and developing a high-performance culture among a diverse group of talented individuals. Working collaboratively and sharing leadership with another Executive Co-Director, this position will work with the organization's Leadership Team to chart MJ's future growth and strategy and support a growing staff in fostering a culture of accountability and teamwork while aligning organizational milestones to our strategic plan and priorities. In addition, the Co-Directors will partner to lead fundraising and organizational strategy. Executive Co-Directors report to the MediaJustice Board and manages the organization's (4) Leadership Team members, including Finance and Administration, Communications, Campaign Strategies, and Network Strategies Directors.

Roles and Responsibilities

Organizational Strategy and Development

- Collaborate to co-design the Co-Director partnership and other aspects of organizational governance to ensure leadership and authority are effectively and appropriately distributed, while maintaining necessary autonomy.
- Partner to ensure MediaJustice has a unifying vision, theory of change, compelling organizational identity and long-range strategy supported by effective planning processes.
- Share responsibility for overseeing, interpreting and implementing organizational policy and ensuring the overall success and effectiveness of the organization.
- Oversee all financial activities of the organization, including creation of the annual operating and project budgets; providing complete, accurate, and timely financial reporting, and monitoring the reserve funds to ensure financial compliance and health.
- Collaboratively design and lead foundation, donor and other fund development strategies that fully resource general operations, program strategy and network capacity and maintain a diverse and sustainable funding base.
- Participate as a member of the MediaJustice Board of Directors, and partner with Board officers and members to oversee legal, financial and organizational compliance, and achieve key resource goals.
- Guide the development of MJ's organizational staff committees and advisory boards.
- Lead internal programming in support of an organizational culture of collaboration, consensus and commitment grounded in a coherent political strategy.

Movement and Program Strategy

- Support staff, leaders and network partners to design and implement winning campaign and program strategies that achieve measurable outcomes and widely felt impacts.
- Provide visible and inspiring field and movement leadership, effectively marketing and positioning the organization, campaigns and network in public multimedia appearances, presentations and other content.
- Secure and sustain strategic partnerships that build a powerful media justice movement, and represent the organization in diverse alliances as needed.

People Management

- Oversee strategies to attract, retain, motivate and reward a diverse, talented and highly-qualified staff and board team of sector leaders and content/methodology experts. Additionally oversee the employment and release of all MJ paid staff and volunteers.
- Ensure the human resources systems and strategies to deliver the staff evaluation, support, supervision and professional development needed to achieve organizational goals; and that effective systems are in place for accountability and measurement of progress against goals.
- Lead the organization's Leadership Team and directly supervise 2 director level staff members

- Provide strong and visible day-to-day leadership presence for staff that guides, inspires and challenges the team.
- Drive the adoption of standardized approaches to internal meeting agendas, project management, consensus building, change and conflict management, grounded in community agreements and organizational principles.

General

- Regularly provide leadership and vision in staff meetings and organizational retreats.
- Regularly complete timesheets, expense reports, and other administrative tasks.

Qualifications

- A visible and proven track record of more than 7 years of movement, network and/or executive/senior organizational leadership or management, including prior success in managing and driving strategy, leading cross-functional teams to high performance and scaling an organization or program.
- A skilled fundraiser with demonstrated success in resource development to maintain diverse income streams.
- Working knowledge of human resources, remote workforces and strategic planning.
- Self-directed, entrepreneurial, adaptive and able to multitask in a fast paced environment.
- Excellent oral and written communication skills, and project management skills.
- Familiarity with media justice organizations, networks, leaders and issues, preferred.
- Demonstrated commitment to racial, gender, and economic justice, knowledge of communication rights, and a passion for organizational and social change.
- Inspiring public leader and movement builder, with a demonstrated ability to bring people together in pursuit of shared goals and vision.

Other Preferred Knowledge and Experience

- Knowledge of and a complex political analysis of how universal access to open and democratic media and technology platforms connects to equity, freedom and racial justice.
- Experience in a social enterprise setting, a plus.

Compensation and Benefits

MediaJustice provides full medical, dental and vision benefits, optional 401(k), a substantial vacation package, and a quarterly personal wellness stipend. Position requires the ability to travel a minimum of five times annually; work nights and weekends as needed. The salary range for this position is between \$90,000 - \$110,000 DOE.

To Apply

Please submit your resume, a cover letter expressing why your experience, skills, commitment, and vision make you the right candidate to support and grow the power of the MediaJustice. In addition, please submit a writing sample and additional materials demonstrating your experience with professional development, organizational development, and human resources management. Materials should be sent to jobs@mediajustice.org with the subject line: "Co-Director." Please send PDFs only.

MediaJustice is an equal opportunity employer and we value diverse perspectives and experiences at our organization. We are committed to ensuring that our organization is fully inclusive and engages with the intersectionality of the communities we serve. We do not discriminate on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status, or on any other basis prohibited by applicable law. People of color and gender-diverse people are strongly encouraged to apply.