

Director, Center for Social Justice Research, Policy and Advocacy, Urban League Twin Cities

Urban League Twin Cities (ULTC) is seeking a skilled research activist who has a passion for social justice to lead our new **Center for Social Justice Research, Policy and Advocacy (CSJ)**. The mission of CSJ is to promote access to justice and rule of law, advance equity and build capacity for African descendants in Minnesota, particularly the Twin Cities metropolitan area through policy research and advocacy, civic engagement, community organizing and elevation of Black narrative, opinion, and scholarship. CSJ will develop strategic partnerships with key institutions, researchers, advocates and community-based organizations to advance common social and racial justice objectives.

About Urban League Twin Cities

ULTC has for 94-years served as a relentless and unapologetic advocate for equity, justice, and power for African descendants in the Twin Cities of Minneapolis and St. Paul. Incorporated in 1926, our programs help Black people (and others who seek our services) secure meaningful work, live healthier lives, advance educational goals and achieve financial stability. We promote civic engagement and advocate public policy to elevate the voice and advance the interests of the African diaspora in Minnesota, particularly the more than 270,000 Black people living in the metropolitan area.

Job Summary

Reporting to ULTC's President and CEO, the **Director of the Center for Social Justice** will have strategic and operational responsibility for execution of the Center's mission, which will focus on disparities in education, employment, health, homeownership, housing, income, wealth, and other issues such as policing, criminal justice reform, voter suppression, and other social justice concerns. The Director will lead and engage CSJ to partner with researchers, activists, policymakers and stakeholders to advance common justice objectives.

Essential Job Duties and Responsibilities:

Duties and responsibilities of the Director of CSJ include, but are not limited to:

- Leading the CSJ in a manner consistent with ULTC's mission and values.
- Developing and advancing a mission-aligned research agenda and workplan.
- Planning and overseeing an annual budget.
- Recruiting, hiring and supervising staff and contracted services.
- Identifying funding opportunities for CSJ and applying for general operating support and research grants.
- Ensuring ongoing excellence, rigorous impact evaluation, and consistent quality of CSJ research, advocacy and administration, and regularly communicating outcomes to stakeholders, partners and funders.

- Disseminating and publishing on behalf of CSJ research reports, data and analysis, commentary and narrative in media and other communications outlets, including social media, academic forums, and policy platforms to elevate the perspective, experience and voice of African descendants and advance CSJ's mission.
- Participating as a member of the ULTC senior management team; maintaining an understanding of ULTC programs, operations and initiatives, and supporting and coordinating with same.

Job Qualifications:

- A bachelor's degree, plus an advanced degree are required for this position. A Ph.D., E.D., J.D., or other terminal degree is preferred.
- Minimum of 5 years' experience in relevant social justice, public policy, non-profit or government work and/or equivalent experience that demonstrates the ability to perform the Essential Duties and Responsibilities, as described above.
- Depth of knowledge of diverse social justice issues, and qualitative and quantitative evaluation strategies.
- A strong record of engaged scholarship and/or research-based advocacy.
- Organized, detail-oriented, collaborative, demonstrable emotional intelligence, capacity to work in teams, ability to multitask, and strong work ethic are essential.
- Experience supervising professionals.
- Strong conceptual, analytical, strategic and planning abilities.
- Exceptional verbal, written and visual communication skills, including public speaking; ability to persuade, build bridges and cultivate allies.
- Strong passion to serve the Black community and relevant experience consistent with that passion. Alternatively, demonstrated passion and experience serving and/or advocating for one or more historically marginalized and traumatized racial groups.
- Proficiency with various computer programs and applications, including email, spreadsheets, MS Office Suite, and other related business and communication tools.

Desired Characteristics and Values

- Accountability
- Anti-racist
- Collaborator
- Encourager
- Highly ethical
- Initiative
- Reliability
- Self-motivated

- Sense of humor
- Team player

Job Type: Full-time

Benefits:

- 401(k)
- Dental Insurance
- Disability Insurance
- Employee Assistance Program
- Flexible Schedule
- Work remotely *during the pandemic*
- Health Insurance
- Life Insurance
- Paid Time Off
- Vision Insurance

Salary Range: \$70,000-\$90,000

Organization's website:

- www.ultcmn.org

Organization's Facebook page:

- <https://www.facebook.com/urbanleaguetcities/>