



## Political Director Job Description

### OVERVIEW

**Organization:** The [Center for Economic Democracy](#) (CED) is a US social movement building organization, growing capacity in our communities to transition American capitalism into a more just, sustainable and democratic economy. Based in Boston, CED supports political and economic power-building toward this end by convening coalitions; providing education, training and funding; and modeling new institutional forms for community control of capital, such as the [Boston Ujima Project](#) and the [Solidarity Economy Initiative](#). We partner with grassroots organizations and social enterprises based in working class communities of color in our metropolitan area and across the state; while offering trainings, technical assistance, and thought leadership for economic democracy efforts on a translocal and national scale.

**Position:** We're searching for a trusted grassroots leader with 10+ years experience organizing with working class communities and communities of color, preferably in Greater Boston, to join our team and lead CED's work developing coalitions to drive grassroots policy campaigns at the municipal and state levels. The Political Director will work closely with our Co-op Organizer, Communications Manager, and Education Director in these efforts. Full-time (40 hours / week) from our in Boston office\*. Ideal start 5/01 - 6/01/20. **[NOTE: CED's team is currently working remotely in response to Covid 19.]**

### BACKGROUND

**Organization:** Since 2013, CED has helped build a local ecosystem of projects intended to grow Solidarity Economy organizing and infrastructure in Boston's working class communities of color. After 6 years of learning, partnership building, and program incubation, CED's local initiatives are poised to become a coherent body of creative and powerful work. As a growing organization, CED is excited to hire an experienced community organizer, coalition builder, and campaign strategist to add leadership to these efforts - in particular, to advance policy campaigns to expand city and state support for the cooperative sector, and to develop mechanisms for democratic governance of capital through the public sector.

CED's current and emergent local and regional programs include:

Grassroots Capacity Building	Incubation & Fiscal Sponsorship	Coalitions & Campaigns
Local Trainings, Workshops; <a href="#">Solidarity Economy Initiative</a> ; Youth Education, Internships	<a href="#">Boston Ujima Project</a> ; <a href="#">Center for Cooperative Development and Solidarity</a> ; Admin/Infrastructure Commons	Local and State Employee Ownership Advocacy; Boston City Charter Reform; <a href="#">Boston Divest-Reinvest Network</a>

**Position:** As a new role within CED, the Political Director will lead strategy and partnership development and program oversight for CED's **coalitions and campaigns work** described above, which are aimed at winning

power and resources to grow and deepen the Solidarity Economy locally and regionally. The Political Director will also support coordination of work across the program portfolio, in order to develop a program framework that encompasses CED's current and emerging place-based projects in Boston and Massachusetts.

## **POSITION ROLES & RESPONSIBILITIES**

*The Political Director will be responsible for the following areas of work:*

1. Lead CED's local and regional coalitions and campaigns and provide direct supervision for related staff, including CED's Co-op Organizer.
2. Through managing staff, volunteers and interns and/or establishing partnerships, ensure the development of robust and accessible policy positions, analysis, and research on city and state-level legislation to advance economic democracy and employee ownership.
3. With CED's Director of Education, develop political education and trainings for our coalitions.
4. With CED's Manager of Communications, develop advocacy materials and media campaigns.
5. Represent and speak on behalf of CED within local and regional coalitions and tables.
6. Within an organizational culture of distributed power and collective decision making, lead the development of a regional programs framework within CED, bringing coherence and coordination to the program portfolio in order to inform strategy, partnership, and staffing decisions.
7. Lead local and regional program coordination with CED's emergent translocal and national strategies.
8. Support CED's local and regional fundraising and resource development efforts.
9. Actively participate in CED's organizational development and culture work, including collective decision making about organizational vision, design, strategic priorities, processes, and structures.

## **CANDIDATE DESIRED QUALIFICATIONS AND/OR ATTRIBUTES**

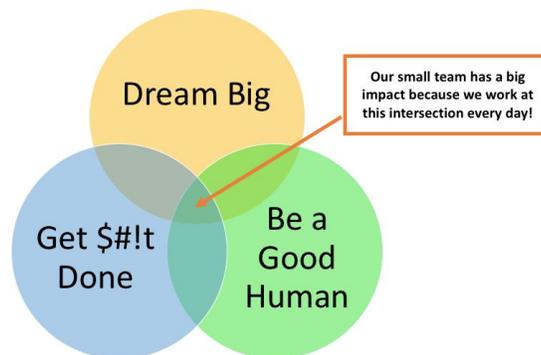
*For this Position:*

- Excellent project manager, with the ability to execute and coordinate complex workflows with an attention to positive process and quality outcomes.
- At least 10 years of work experience in the community organizing sector with a focus on poor and working class communities of color (experience in labor unions, electoral organizing, civic and faith campaigns, and other forms of informal and uncompensated organizing can be considered as part of the 10 years).
- Intimate knowledge of Boston's grassroots organizing, labor and progressive faith ecosystem, with respected relationships within the community; as well as ability to build trusted relationships with new partners, and create and manage collaboratives with integrity strongly preferred.
- Background includes specific experience in building membership bases, leading political education, participating in coalitions, and driving grassroots policy campaigns aimed at government and corporate targets (in order to exercise effective leadership of campaign work that relies on the authentic participation of grassroots coalition partners).
- Demonstrated ability to build and strengthen key relationships with politicians, allies, community groups and/or to influence decision-makers, including lobbying; knowledge and understanding of city and state political and legislative processes, preferably Boston and/or Massachusetts.
- Excellent process designer and facilitator, with an ability to develop long term strategy and facilitate groups towards collective action; specifically in the context of implementing campaign strategy.

- High emotional intelligence; strong interpersonal communicator with a collaborative orientation towards teams, and willingness to contribute to collective governance of the organization.

*For all CED Team Members:*

- Committed to social, economic and ecological justice, and working towards the liberation and well being of all people.
- Supports reparations for Black people, Indigenous sovereignty, and gender justice; identifies as anti-racist and anti-capitalist.
- Familiarity with and support of the solidarity economy movement.
- Working knowledge of Google Apps; competent with ability to navigate multiple web-based systems.
- Can align with CED's guiding team principles:
  1. Build trust through radical candor and transparency.
  2. Recognize humanity: balance rigorous commitment to our future, our community and ourselves.
  3. Find joyful abundance through collective problem solving.
- Balances initiative, vision, and commitment to values and purpose, with consistent attention to detail and the ability to manage, prioritize, and meet deadlines in a fast-paced work environment; embodies the venn diagram below:



**POSITION DETAILS**

- Full time, 40 hr/wk position, starting as early as May 1, 2020
- Salary range: \$70,000-90,000
- The position offers competitive benefits, including generous health and retirement contributions
- While the position requires a regular physical presence at the Boston office and at local meetings, time for remote and home based work can be negotiated
- CED subscribes to a “Responsible Time Off” policy, allowing employees to elect the times and duration of paid vacation and personal time

To apply, please send a cover letter and resume to: [admin@economicdemocracy.us](mailto:admin@economicdemocracy.us). Application is rolling and open until filled.

**EQUAL OPPORTUNITY EMPLOYER**

Center of Economic Democracy is an equal opportunity employer and does not discriminate on the basis of race, color, national origin, sex, religion, age, disability, sexual orientation, gender identity, veteran status, height, weight, or marital status in employment or the provision of services.