Director, Outreach & Engagement

The Commonwealth Institute seeks a dynamic, experienced, and collaborative individual to lead TCI’s outreach and engagement efforts.

Who We Are

The Commonwealth Institute for Fiscal Analysis (TCI) advances racial and economic justice in Virginia by advocating for public policies that are designed in partnership with people most impacted, and shaped by credible, accessible fiscal and policy research. TCI’s vision is that, in the coming years, people of color and people with low incomes have used their power to build new, inclusive systems of justice and opportunity in Virginia.

TCI respects, values, and celebrates the attributes, characteristics, and perspectives that make each person unique. Bringing diverse individuals together allows TCI and allies to collectively and more effectively address the issues that face Virginia communities. TCI further recognizes that we live and work in a society that is structured by racism and white privilege, both of which adversely impact communities of color. It is one of TCI’s core values that its organizational culture, staff, partners, strategies, and investments advance racial justice within and beyond the organization.

Throughout its 15 year history, TCI has amassed an impressive record of achievements, including being a central player in the successful efforts to connect people with low incomes to health care through Medicaid expansion, boost the minimum wage, protect and strengthen the state Earned Income Tax Credit, expand immigrant rights, improve Virginia’s K-12 education funding system, reform costly tax breaks, and reform policies that lead to the criminalization of poverty in the state.

What you'll do:

As part of our work to build and support inclusive systems of justice and opportunity in Virginia, this is a senior level role to lead a new initiative at TCI. Over the past few years, Virginia has enacted many policies that have advanced racial equity, but that progress is being tested and more voices and organizations are needed to help defend recent gains.

The individual in this role will work to forge new and deeper partnerships, particularly with Black and brown-led organizations and less-resourced organizations across Virginia, and tear down
barriers that prevent communities of color and directly-impacted individuals from participating in and shaping the debates about our future. More specifically, you will:

- Lead the development of a new coalition of organizations across the commonwealth that are focused on racial and economic justice work, in an effort to amplify new voices in the debates about Virginia's future.
- Identify new coalition members and cultivate strong working relationships with participating organizations.
- Coordinate the development of a shared understanding of goals, a statewide vision for an equitable commonwealth and policy priorities that advance this vision as well as a yearly work plan that makes progress toward that vision.
- Structure and lead coalition meetings for TCI, engage in listening sessions with partners and the communities they serve, and establish systems for sharing key learnings with the TCI staff and Board on a regular basis.
- Support partner organizations with their civic engagement and power building goals, including through relevant technical assistance from TCI, which may include providing information related to Virginia's budget, the legislative process, and engagement with policy makers. During the legislative session, it may also include organizing “lobby days” and information sessions with elected officials in Virginia.
- Work with policy staff and other groups to capitalize on opportunities for engagement and mobilization within the legislative process in issue campaigns that align with coalition priorities. This may include pushing shareables, action alerts and other opportunities out to coalition members or looking for opportunities for members to be involved with videos, events and other campaign or communication tactics.
- Outside of the new coalition, serve as a thought partner to TCI staff on outreach and engagement efforts in their respective policy areas.
- Assisting, as needed, with grants management related to this new coalition.
- Manage planning and logistics for TCI’s annual policy summit event, including building out sessions tailored to the needs of grassroots partners.

**What we're looking for:**

- Significant prior experience in community organizing, power building, and cultivating strong relationships of trust with diverse individuals, communities, and organizations across Virginia.
- An entrepreneurial spirit, a comfort with ambiguity and change, and prior demonstrated experience leading major campaigns / initiatives from the idea to implementation stage.
• A conviction that policy change can and should be driven and shaped by those most impacted by policy choices.
• Excellent written and verbal communication skills.
• The ability to thrive in a deadline-driven environment.
• A focus on outcomes, able to give and receive constructive criticism in the pursuit of an ever-stronger organization.
• A passion for improving the lives of people in Virginia with low incomes and communities of color, tempered by the understanding that policy progress rarely happens overnight and takes collaboration.

**Logistics**

**Compensation:** Starting salary is $75,000-$85,000 annually, depending on experience. TCI also provides generous benefits including comprehensive health care, dental, and vision coverage; generous vacation leave; and a retirement plan with organizational matching contributions.

We also support and provide opportunities for professional development and growth.

**Bargaining Unit Status:** This position is within a collective bargaining unit represented by a recognized staff union, TCI United (NPEU), and specific terms and conditions of employment may be subject to a future Collective Bargaining Agreement.

**Reports To:** President & CEO

**Location:** Currently, pursuant to a union agreement, TCI staff have the option to work remotely or in person, subject to specific health and safety requirements.

**Travel:** Regular travel will be required in-state.

**To Apply:** Send cover letter & resume to Kami+hiring@thecommonwealthinstitute.org. No phone calls or other email inquiries please. Specify in the subject line that the application is for the Director, Outreach & Engagement position.

**Timing:** Applications accepted until March 31, 2022.

*The Commonwealth Institute for Fiscal Analysis is a 501(c)(3) non-profit organization. We are an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.*