



# JOB POSTING

## Action for Equity

### Jobs Director

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**Action for Equity seeks a Jobs Director** to lead our work winning access to quality jobs and transforming today’s racialized labor market and be a senior leader building Action for Equity. The Jobs Director will work in partnership with and under the supervision of our Executive Director based in our headquarters in Boston.

Our Jobs program is currently focused on removing structural exclusions for Black and Brown workers including winning access to Mass Save-subsidized jobs, building a new anchor program to create and support a network of local residents, workers and contractors, and increasing access to quality green jobs like HVAC-R technician, electrician, and energy auditors. Campaigns in the future will also focus on removing historic structural exclusion and using our power to increase access to quality jobs.

We are completing 10 years of work, including 3 years focused on increasing access to quality green jobs. We hope to have funding committed for the next 3 years.

#### **Who we are**

Action for Equity is a community-based coalition working in the greater Boston region, focusing on racial and class equity. As a coalition of community-based and social justice organizations, we are working for all people to have quality housing, good jobs, job access, environmental quality, and transportation access, among other things, as steps to reach the society we want. Our work is led by our coalition, residents, workers, and allies. People of color predominantly lead us. Take a look at [www.action4equity.org](http://www.action4equity.org)

#### **Key functions of the Jobs Director working with the Executive Director, Steering Committee and others:**

- Create a labor market vision with a radical imagination—responding to today’s racialized labor market, starting from our work and leading to transformation
- Develop and lead a team that can shape and hold the vision and drive the work
- Extend and continue creating a program to embody the work
- Create and drive a message and fundraising based on our work and that message

#### **With the close support of the Executive Director, manage day-to-day tasks**

- Develop and supervise an 8- to 12-member staff team to drive this work with workers, residents, partners, allies, staff, and board members. Staff are full-time, part-time and contracted,

- Lead our demonstration program implementation including cohort program, HVAC, HERS/RFI, Electrical, and Green Project Lead—all in an industry in transition
- Lead community-based programs including developing a new network/hiring hall/cohort center/community union.
- Coordinate industry investigation needed for program design and pilot implementation
- Drive messaging and communication for jobs work and be the face or develop the face of that work
- With other key Action for Equity staff and leaders, lead campaigns to remove barriers to accessing quality jobs and fill gaps where they exist
- Fundraise for all jobs and related work including demonstration programs, community-based programs, and campaigns
- Manage all administrative systems including invoicing, funder relationships, budgeting, purchasing, managing all jobs-related A/P contracts, expense approvals and tracking

**Who you are, keys to success, and required qualifications**

The labor market and key industries we operate in are in transition, but we will still be left behind if we do not demand the access to quality jobs we deserve. We need to understand what is happening, build a shared vision and new demands, and stand together to fight for these demands.

No one can do this by themselves. Our clear vision and narrative need to come from both history of how our segregated labor market was (and is still being) created and the daily life of our community’s workers. The Jobs Director will need deep knowledge of the labor market, capacity to learn from others, and ability to bring others to that knowledge.

- Demonstrated labor market knowledge and experience
- Demonstrated capacity for fundraising and program design
- Drive to achieve results and demonstrated commitment to organizing to win
- Inclusive leadership and management with a “power with” rather than “power over” mindset
- Ability to manage multiple projects while keeping tasks from slipping through the cracks
- Commitment to racial equity and social justice

**What Else You Should Know**

The starting salary is \$76,000 to \$81,000. Benefits are provided.

There will be a transition of 2 to 4 months during which the Jobs Director and the current Interim Jobs Director will serve as Co-Jobs Directors.

*Action for Equity is an equal-opportunity employer committed to a diverse and inclusive workforce. We value having staff come from communities most impacted by our issues.*

Contact [marvin@action4equity.org](mailto:marvin@action4equity.org) if you have any questions.

**Send an email briefly saying why you are interested and your resume to [marvin@action4equity.org](mailto:marvin@action4equity.org)**