



National Urban League
VP, Equitable Justice
New York, NY

Background

The National Urban League is a historic civil rights organization dedicated to economic empowerment, equality, and social justice. Founded in 1910 and headquartered in New York City, the Urban League collaborates at the national and local levels with community leaders, policymakers, and corporate partners to elevate the standards of living for African Americans and other historically underserved groups.

With 90 affiliates serving 300 communities in 37 states and the District of Columbia, the Urban League spearheads the development of social programs and authoritative public policy research, and advocates for policies and services that close the equality gap. At the community level, the National Urban League and its affiliates provide direct services that improve the lives of more than two million people annually to help African-Americans and others in underserved communities achieve their highest true social parity, economic self-reliance, power, and civil rights. The League promotes economic empowerment through education and job training, housing and community development, workforce development, entrepreneurship, health, and quality of life.

Position

The National Urban League (NUL) seeks a Vice President, Equitable Justice. Reporting to the SVP, Equitable Justice & Strategic Initiatives (EJSI), the Vice President, Equitable Justice is responsible for providing executive level administrative oversight to several policies, programmatic, advocacy, engagement, and operational processes, including implementation & deliverables, thought leadership, policy analysis, partner relations, and other activities required to accomplish Equitable Justice & Strategic Division goals and objectives. The Vice President, Equitable Justice will be responsible for assisting the SVP with overseeing the League's Civic Engagement Program, leading the Division's state and local legislative, policy and advocacy for justice-related initiatives and events, and providing strategic and technical support to NUL's 90+ affiliates across the country. The Vice President will also collaborate with colleagues in NUL's Washington Bureau on national legislative/policy/and advocacy initiatives and support the SVP in managing EJSI's budget, staff, and consultants.

Responsibilities

Program Strategy

- Oversee all public policy tracking across EJSI's subject matter portfolios, including but not limited to Criminal Justice, the Expungement Project, Civic Engagement and Voting Rights, Gun Violence Prevention, Combating Political Violence, Cannabis Equity, and other relevant policy issues that arise.
- Manage reports created under the Civic Engagement, Gun Violence Prevention, Political Violence, and Cannabis Equity portfolios, and advise reports generated across other EJSI portfolios.

- Oversee EJSI staff's strategic development, planning, and execution of racial, social, and criminal justice reform-related campaigns generally. This duty includes managing and guiding the development of information and data, research, writing, and more to ensure project development remains timely and relevant.
- In collaboration with executive and senior staff, design evaluation metrics and data collection methods for EJSI staff to measure policy, advocacy, and engagement objectives and goals.
- Periodically draft reports to funders that capture the execution and impact of the Equitable Justice program portfolio.

Advocacy

- Represent NUL and EJSI at various meetings, convenings, speaking engagements, and other events with national partner organizations and coalitions, as needed.
- Work in coordination with the Washington Bureau, EJSI leadership and staff, the NUL Marketing & Communications team, and others as necessary to develop strategic advocacy activations and toolkits for key issues and to promote engagement across the movement.
- Contribute policy and advocacy content for NUL's various communication channels and collect and submit success stories on a regular basis to senior leadership, the board, and other key stakeholders.
- Conduct research and assist with writing grant proposals and other communications materials as requested.

Qualifications

- Juris Doctorate required.
- Must possess broad national exposure to social justice issues across the country and familiarity and knowledge of social justice related judicial cases across the nation.
- Regional and/or national experience in public policy and familiarity with state specific social justice challenges.
- Track record of success in conceptualizing, planning, implementing, and managing projects and campaigns.
- Well networked with significant relationships in local, state and federal governments.
- Experience in project management, legislative analysis and communicating with the public, media and partners.
- Track record of success maintaining a strong, positive work culture, supervising staff and leading a team to achieve and exceed their goals.
- Demonstrated success in fundraising.
- Effective communication (written and oral), policy & analytical, digital, and technological skills.
- Results and detail-oriented, inquisitive, self-starter and team-player, with ability to work independently and with multiple internal and external stakeholders.

- Demonstrated ability to prioritize a wide range of duties and responsibilities, organize tasks, produce under tight deadlines, and remain flexible to changing and multiple requests.
- Demonstrated ability to convey ideas and positions to diverse groups – externally to technical and nontechnical audiences at various levels (i.e., partners, states, federal government), and internally with peers – both orally and in writing; and
- Demonstrated ability to synthesize complex information into understandable, accessible language.

Core Competencies

- Instills Trust
- Manages Workflow
- Ensures Accountability
- Action-Oriented
- Communicates Effectively
- Collaborates

Location

This is a mandatory hybrid position based in NYC, requiring 3 in-office workdays and 2 remote workdays (subject to change at any time by NUL leadership). This position will require approximately 25% of national travel.

Salary

This is an outstanding opportunity for an ambitious and mission-driven senior leader to join a highly respected organization. National Urban League is prepared to offer a salary range of 158K-180K. In addition, National Urban League offers a generous benefits.

COVID-19 Vaccination Policy

Following extensive monitoring, research, and advice from internal and external experts, the National Urban League has required all full-time and part-time employees to receive the COVID-19 vaccine as a condition of employment as of September 13, 2021. “Fully vaccinated” is defined as both doses of the Pfizer or Moderna vaccine or one dose of the Johnson & Johnson vaccine and a booster shot. Anyone unable to be vaccinated, either because of a medical condition or disability or a sincerely held religious belief, can request a reasonable accommodation. Successful applicants for this position must be fully vaccinated.

The National Urban League is an Equal Opportunity Employer and is committed to complying with all federal, state, and local equal employment opportunity (“EEO”) laws. The National Urban League strictly prohibits discrimination against any employee or applicant for employment because of the individual's race, color, sex (including pregnancy), religion or creed, national origin, alienage, citizenship, age, sexual orientation, disability, gender identity or expression, sexual and reproductive health decisions or decision making (of employees or their dependents), familial status, marital status, partnership status, genetic predisposition or carrier status, military status, domestic violence victim status, arrest or pre-employment criminal conviction record, or any other characteristic protected by law. This policy applies to all National Urban League activities, including, but not limited to, recruitment, hiring, compensation, assignment, training, promotion, discipline, and discharge. This policy also bans discriminatory harassment. Employment at the National Urban League is at-will.

To apply for this position, please click [HERE](#).

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