



POSITION ANNOUNCEMENT EXECUTIVE DIRECTOR

THE OPPORTUNITY

OneAmerica, one of the largest immigrant advocacy organizations in the country, is seeking a dynamic, creative, and visionary nonprofit executive to help build upon its ten years of advancing the fundamental principles of democracy and justice through building power in immigrant communities. Working in partnership with a 12-member Board of Directors and leading a 22-person staff that includes a five-person management team, the Executive Director leads the strategic direction of the organization, serves as chief spokesperson and strategist nationally and in Washington state, and ensures the financial sustainability of its programs. The Executive Director is the lead fundraiser for a budget of approximately \$2.5 million.

For more information about OneAmerica, please review the website:
www.weareoneamerica.org.

THE IDEAL CANDIDATE

The ideal candidate builds upon the strong foundation established by OneAmerica's founder, Pramila Jayapal. S/he is a visionary and creative thinker with demonstrated successes in innovating, directing, and implementing movement building. S/he comes from the struggle or has worked in the trenches and understands how to make change happen. S/he believes deeply in community organizing to drive policy change. S/he is a high-level political strategist with a deep knowledge of immigration issues or social justice issues. S/he inspires the staff team, builds strong relationships and coalitions, understands the art and the science of management and leadership, and is not afraid to do things that have never been done before. S/he embodies the belief that together, we can build collective power. ¡Si Se Puede!

QUALIFICATIONS, SKILLS, AND ABILITIES

The Executive Director will have demonstrated abilities in the following areas:

- Deep passion for the values, mission and vision of the organization. Demonstrated experience in social justice issues with a particular interest focus on movement building in immigrant, civil and human rights issues. Deep understanding of the social, economic and racial causes of discrimination and injustice. A commitment to building power from the ground up and connecting organizing to policy change.
- Experience in leading an organization of similar size and mission or providing increasingly responsible leadership in a senior management capacity.



- Sophisticated political judgment, understanding of legislative issues and sufficient policy experience to quickly gain in-depth knowledge of OneAmerica’s substantive issues and to represent these issues locally and nationally.
- Demonstrated ability to develop and implement a comprehensive fundraising plan for similar sized organization, including strong ability to develop relationships with major foundations and individual donors as well as implement creative strategies for raising new sources of revenue.
- Demonstrated experience and comfort in representing the entire immigrant community, working across multiple ethnic communities and ensuring a broad diversity of engagement and participation from multiple ethnic communities.
- Ability to develop and foster stakeholder and strategic partnerships across sectors, with particular comfort in working with labor unions, faith and business. Ability to develop relationships with “unusual” allies to help move issues forward.
- Excellent financial management skills, including clear financial responsibility and authority for managing similar-sized budgets, accurate financial reporting.
- Strong ability and desire to serve as staff leader and mentor; excellent supervision and staff support skills with proven ability to work with different work styles and to facilitate staff communication and collegiality.
- Excellent oral and written communication skills, including being able to be key media and public event spokesperson. Exceptional creativity and strategic skills, problem-solving abilities, and proven ability to develop and implement innovative programs and strategies to promote collaboration and achieve mission.

COMPENSATION

Compensation will be competitive and commensurate with the candidate’s experience and qualifications and includes medical and dental benefits, excellent vacation and sick leave, 403b savings plan, and a SEP-IRA annual contribution.

APPLICATION PROCESS

CompassPoint Nonprofit Services has been retained by OneAmerica to conduct the candidate search. Applicants should send their resume and a cover letter describing why they feel they are the ideal candidate and person to move the organization forward along with their, salary



history and requirements to OA.EDsearch@compasspoint.org by January 13, 2012. Please reference "OA ED Search" in the subject line.

Applicants are also encouraged to send any of the following to demonstrate their ability to serve as the organization's spokesperson:

- Media clips
- Interview transcripts
- Video links
- Written policy analysis
- Written advocacy piece(s)
- Op-Eds or other writings

Resumes without cover letters will not be considered.

Final hiring decision anticipated in late February for a start date beginning April 2012.

OneAmerica is an Equal Opportunity Employer and encourages women and people of color to apply.