



## **Job Position for OBS Executive Director**

### **Overview**

We seek an experienced and dynamic executive leader who, in partnership with members, board and staff, will be prepared to carry forward and build on OBS's 37-year history of multi-issue organizing for black liberation within St. Louis, Missouri. The incoming Executive Director will be a skilled manager, with a background progressive organizing, and will be able to provide leadership and direction for OBS that will continue to expand our base among black communities and allies who will support and fund our work. The Executive Director will oversee operations of OBS to ensure the organization's financial stability, the quality of its strategic campaigns and programs, the building of a strong membership base, the development of community leaders, and the maintenance of its relationships with key stakeholders.

### **About the Organization for Black Struggle**

The Organization for Black Struggle was founded in 1980 as a black-led, membership based organization. We are opposed to all forms of exploitation and oppression. Our mission is to build a movement that fights for political empowerment, economic justice and the cultural dignity of the African American community, especially the black working class. We are committed to building power and developing mass leaders who will fight for transformative change in our communities.

### **Organizing, Advocacy, and Program Leadership**

- Ensure the successful operation and strategic development of organizing and advocacy campaigns and programs, policy and electoral work in accordance with OBS's principles and values.
- Design, lead, and support the implementation of strategic campaign plans.
- Oversee leadership and staff meetings, trainings, membership meetings, and retreats.
- Oversee development of grassroots leaders and building of a base of low-income people of color.
- Ensure that OBS's membership is central to campaign and program development.

### **Resource Development**

- Seek funding opportunities for the organization.
- Create and implementation an annual fundraising strategy, ensuring a diversified funding base including foundations, individuals, and special events.
- Establish and maintain relationships with all current and potential donors through a process of research, identification, cultivation, solicitation, and acknowledgement.

- Oversee a grassroots fundraising plan and membership dues infrastructure.
- Ensure that resources are adequate to meet the annual budget.

### **Organizational Development and Management:**

- Oversee all long-range organizational planning, project and program development, new campaign development, electoral strategy, and strategic planning.
- Manage OBS's financial operations, including developing annual budgets and monitoring expenditures and income during the year
- Ensure strong administrative systems and practices including payroll, human resources, insurance, annual audit, and others as needed.
- Lead all elements of staff management, working to ensure a healthy, collaborative workplace, and organizational culture.

### **Relationship with the Leadership Entities**

- Serve as the key liaison and manage and maintain open communications with the OBS Leadership Council (LC) and Board of Directors (Board).
- Assist and supporting the development of the LC and the Board.
- Works with LC and Board Chairs to plan agendas for meetings and retreats.

### **Communications and Community Relations**

- Establish and maintain deep understanding of the political landscape to enable OBS to chart its political strategies and successfully build the power of black communities in St. Louis.
- Represent and promote OBS to key public officials, community members, press, and the public to ensure an accurate and positive public presence for OBS and its mission.
- Develop and maintain strong relationships with OBS members, leaders, and external stakeholders.
- Manage and nurture positive relationships with program partners and allies at city, state, and national levels.

### **Qualifications**

- Passion for and commitment to black liberation and an intersectional analysis on how to build political power and leadership of black working class communities.
- Five years of senior leadership experience in a community-organizing environment with significant supervisory responsibilities.
- Experience working within working class black communities to build advocacy skills and leadership capacity with the goal of making societal and political change.
- Demonstrated results in managing organizing staff in a collaborative environment.
- Demonstrated track record of leading fundraising through private philanthropy, including foundations, individual giving, grassroots fundraising, and special events.

- Exceptional verbal and written communications skills, including the ability to craft compelling documents and deliver inspiring presentations and represent OBS and its programs to a range of stakeholders.
- Experience with and/or understanding of grassroots organizing, digital tools and strategies for organizing, public policy.
- Experience with or understanding of 501(c)(3) & 501(c)(4) grants & programs
- Experience working with a member-led organization and familiarity with dues paying membership structures.
- Strong team and collaboration orientation, as well as the ability to work independently.
- Ability to travel locally, statewide and nationally, and participate in frequent evening and weekend obligations.
- Flexibility, sense of humor, and creative problem solving skills.

**TERMS OF EMPLOYMENT:** This is a full-time position with health benefits. Salary will depend on qualifications and experience.

**TO APPLY:** This position is available immediately and will stay open until a qualified person is hired. E-mail cover letter, three letters of recommendation and resume to [contactus@obs-stl.org](mailto:contactus@obs-stl.org), add "OBS Executive Director" in the subject line. No phone calls, please. Applicants who do not meet the minimum requirements will not receive a response.

*The Organization for Black Struggle is an equal opportunity employer. People of color, women and LGBTQ persons are strongly encouraged to apply.*