



www.obs-stl.org 314.367.5959

OBS Executive Director Job Description

Overview:

The Organization for Black Struggle (OBS) is seeking an Executive Director. 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' 41-year history of multi-issue organizing for Black liberation in the St. Louis region. We are looking for a skilled manager, with a background in movement organizing, who will be able to provide dynamic leadership and direction for OBS. 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 by activists, students, union organizers and other community members to fill a vacuum left by the assaults on the Black Power Movement. OBS is built upon the Black radical experiences and traditions of past leaders and organizations. We envision the creation of a society free of all forms of exploitation and oppression. We seek 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.

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.
- At least five years of senior leadership experience in a community-organizing environment with significant supervisory responsibilities.
- Experience working within working class Black communities to build 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 and programs
- Strong team and collaboration orientation, as well as the ability to work independently.
- Ability to travel locally, statewide and nationally, and participate in evening and weekend obligations.
- Flexibility, sense of humor, and creative problem-solving skills.

The Executive Director will advance the work of the Organization for Black Struggle through the following basic responsibilities:

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.
- Ensure that OBS's membership is central to campaign and program development.

Resource Development

- Create and implement an annual fundraising strategy, ensuring a diversified funding base including foundations, individuals, and special events.
- Manage OBS's financial operations, including developing annual budgets and monitoring expenditures and income during the year.
- 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.
- 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.

-Communications

- Maintain open and positive communications with OBS leadership bodies and support their development.
- 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.

Compensation & Benefits

This is a full-time, salaried position with some travel. Competitive benefits package is available, including medical, dental, vacation and sick leave. Salary range is \$65,000-\$70,000 and based upon experience.

Contact Information

Send a cover letter, three references, and a resume to contactus@obs-stl.org with "Executive Director Job Position" in the subject line. Please, no phone calls.

OBS is an equal opportunity employer and strongly encourages applications from people of color, people with disabilities, women, and LGBTQIA applicants.