

## Director of Impact

Chicago United for Equity is looking for a **collaborative, creative, and empathetic** team leader to grow our organization's impact through skillful communication.

### About Us

Chicago United for Equity connects and amplifies the civic power of everyday people to build a city that is responsive and accountable to communities of color.

We are a community of racial justice advocates working across diverse types of civic power -- organizers, researchers, artists, storytellers, policymakers and lawyers. We share a deep love for our city, belief in collective action, and desire to build processes that shift power back to communities. Since 2017, we have worked collaboratively on local projects that pave the way for larger reforms including a national civil rights precedent on school actions, a new 100% affordable housing development, and a community-sourced racial equity voter guide.

### Position Description

CUE is hiring our first Director of Impact to lead strategy that amplifies our vision and values, building the case for audacious systems change. We're looking for someone who is deeply committed to the mission of this work, confident communicating about race, structural and historical racism, and adept at connecting big, abstract ideas to concrete, local issues.

This role offers a dynamic day-to-day experience. You'll work with teams across the CUE community, in one-on-one conversations, community meetings, strategy roundtables, and project planning meetings. Your strengths in skillful communication will grow the impact of our work, both by developing public-facing strategies for external messages and internally measuring how we are building civic power.

This role joins a small team in a season of growth. Our ideal match is a seasoned team leader who excels at building both strong project plans and the deep relationships that make the project possible. This position will report to the Executive Director.

### Responsibilities

As the first individual in this role, your initial responsibility will be to build out an overarching impact strategy in partnership with the Executive Director. The role will evolve to manage the recommendations developed, aligning organizational resources to build systems that support:

- Storytelling that Inspires: Design strategies and frameworks that bridge local issues and projects to big picture storytelling, creating overarching frameworks that distill themes for wide application, and effectively engage media, public, and donors on projects.
- Connections among our Community: Develop systems that allow our community of dynamic change-agents to easily find each other and share lessons they've learned to support each other as part of our community.
- Civic Activation: Measure and grow civic activation both inside and outside the CUE community, identifying and engaging key audiences to grow our impact.

In the first 6 months, this role will:

- Lead a Communications Strategy Audit:
  - Evaluate existing communication, including internal community communication platforms, external social media strategies, donor engagement, among others
  - Develop recommendations for key messages to amplify our vision and values, reimagining traditional funder engagement with a commitment to our values
- Support launch of new efforts:
  - Setting up systems to identify key stories, lessons, and messages across our community, knowledge-sharing among community members, and develop speakers bureau to match community members with speaking opportunities
- Coordinate existing communications:
  - Lead media and public engagement on current projects, coordinating team for press releases, grant reporting, and social media/ website / newsletter messages
  - Partner with existing team of staff, board, and community members to host annual Showcase event, growing civic activation among key audiences

## Qualifications

Being effective in this role requires:

- Excellent written and verbal communication skills, strong attention to detail
- High emotional intelligence and diplomacy; ability to quickly build trust and credibility with diverse stakeholders and ability to develop and manage complex relationships
- Strong team manager, enjoys working with, inspiring, and organizing diverse teams
- Motivated self-starter, a project manager with excellent organizational skills
- Problem-solver, adaptable and collaborative, quick to adjust as challenges arise
- Deeply grounded in social justice and racial justice frameworks
- Tech fluent to execute and manage communication on modern platforms

## Compensation

This is a full-time role with an annual salary between \$60,000 - \$70,000, depending on experience. Benefits include health, dental, and vision insurance, 4 weeks PTO, flexible scheduling, designated self-care days, and annual team review of benefits.

**All applications must be submitted at this link: <http://bit.ly/DOIApp>**

*Chicago United for Equity is an equal opportunity/affirmative action employer. All qualified persons are encouraged to apply, regardless of race, color, creed, ethnicity, national origin, ancestry, age, height, weight, sex, gender identity, sexual orientation, disability, HIV status, marital or domestic partner status, or religious affiliation.*