



The Leadership Conference
on Civil & Human Rights

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Human Rights
Vice President for Campaigns and Programs
Washington DC

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KOYA

LEADERSHIP
PARTNERS



About The Leadership Conference on Civil & Human Rights

The Leadership Conference was built for times like these — times that require bold thinking, persistence, and courageous leadership.

— Vanita Gupta, president and CEO

The Leadership Conference on Civil and Human Rights (The Leadership Conference) is a coalition charged by its diverse membership of more than 200 national organizations to promote and protect the civil and human rights of all persons in the United States. Through advocacy and outreach to targeted constituencies, The Leadership Conference works toward the goal of a more open and just society – an America as good as its ideals. The Leadership Conference is the nation’s oldest, largest, and most diverse civil and human rights coalition. It is the nerve center for fighting discrimination in all its forms and expanding opportunity and fairness for all Americans.

The Leadership Conference is a 501(c)(4) organization that engages in legislative advocacy. It was founded in 1950 and has coordinated national lobbying efforts on behalf of every major civil rights law since 1957.

The Leadership Conference Education Fund (The Education Fund) is a 501(c)(3) organization that complements this work by building public will for federal policies that promote and protect the civil and human rights of all people in America. Its campaigns empower and mobilize advocates around the country to push for progressive change in the United States.

Programming priorities for both The Leadership Conference and The Education Fund are focused on:

- **Democracy:** Including work on the 2020 Census, courts, and voting rights
- **Justice:** Including work on immigrant rights, justice reform, and policing
- **Inclusion & Opportunity:** Including work on economic security, education, fighting hate and bias, and media and technology

The Leadership Conference was originally founded as the Leadership Conference on Civil Rights by A. Philip Randolph, head of the Brotherhood of Sleeping Car Porters; Roy Wilkins of the NAACP; and Arnold Aronson, a leader of the National Jewish Community Relations Advisory Council. Their visionary leadership was grounded in their commitment to social justice and the firm conviction that the struggle for civil rights would be won not by one group alone, but through coalition.

While many marched in the streets, sat-in at lunch counters, and refused to ride in the back of the bus, The Leadership Conference worked to get Congress to pass legislation that would protect the civil and human rights of all people in America. The Leadership Conference lobbied for and won the passage of the Civil Rights Act of 1957, the Civil



Rights Act of 1960, the Civil Rights Act of 1964, the Voting Rights Act of 1965, the Fair Housing Act of 1968, and also helped to organize one of the defining events of the 20th century — the March on Washington for Jobs and Freedom in August 1963. For more information on The Leadership Conference on Civil and Human Rights, please visit <https://civilrights.org/>.

The Opportunity

The Vice President for Campaigns and Programs works to support and help shape the overall strategic vision and implementation of the organizations' strategic framework. This includes the development of key programs and campaign strategies to protect, strengthen and advance civil and human rights to build an America as good as its ideals.

The Vice President for Campaigns and Programs is an internal facing role responsible for managing and supervising department staff and coordinating specific campaigns in collaboration with the broad civil and human rights coalition and will report to the Executive Vice President of Campaigns and Programs.

- Serves as a departmental thought-leader to determine the department's strategic vision, set goals, monitor progress, and evaluate outcomes to ensure objectives are met and in line with the needs and mission of the organization.
- Develops and supervises the implementation of integrated (field, communications, and policy) strategic program and campaign plans to advance the mission and brand of The Leadership Conference; to broaden awareness of its priorities and programs; and to increase the visibility of its programs across key stakeholders.
- Provides strategic programmatic leadership for all facets of our multi-issue civil and human rights agenda and affiliated educational campaigns.
- Manages and supervises program and campaign staff.
- Oversees the efficient drafting and vetting process of campaign and program plans prior to grant submission.
- Identifies challenges and emerging issues faced by The Leadership Conference, as well as external and internal opportunities and solutions.
- Seeks new program opportunities and plans and develops them as appropriate.
- Coordinates program development on priority issues within the coalition and helps devise coalition-based strategies.
- Builds strategic alliances with organizations and individuals to advance the organizations' mission, engages on shared priorities, and exchanges knowledge and information in support of the organizations' programs and initiatives.

Candidate Profile

The ideal candidate will have the following professional and personal qualities, skills, and characteristics:

- A minimum of 10 years' experience in federal/state programs and policies/issue-based advocacy.



- Experience leading 2-3 campaigns (federal, state, local or issue areas).
- Law degree or advance degree equivalent.
- A proven track record in developing strategic programming and/or campaigns for progressive, civil rights, social justice or related organization(s).
- An innovative thinker that is able to translate strategic thinking into action.
- An understanding of budget development and management.
- An ability to work with multi-issue, intra-departmental campaigns and teams and community leaders.
- An ability to lead, build and participate in teams including a willingness to circulate widely, communicate openly, listen well, and learn from others.
- Strong leadership and management skills, including the ability to develop talent and foster a positive and creative work environment.
- Working knowledge of and sophistication about public policy and research that undergird issue-based campaigns and intellectual curiosity.
- Excellent judgment and follow through.
- Integrity, honesty and a balanced, non-partisan approach.
- The ability to work effectively in a collaborative context, both internally and externally.
- Outgoing, optimistic personality.
- Outstanding interpersonal skills.
- Tenacity, flexibility, resilience and high energy.
- Excellent writing, editing and verbal skills.
- Ability to work effectively and efficiently with diverse groups of people.
- Ability to manage a complex, ever-changing workload and organize time efficiently.

Contact

Koya Leadership Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Molly Brennan and Shelby Woods are leading this search. To make recommendations or to express your interest in this role please visit this link <https://talent-profile.koyapartners.com/search/4016>. All nominations, inquiries, and discussions will be considered strictly confidential.

The Leadership Conference and The Education Fund provide equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, sexual expression and identity, veteran status, national origin, age or disability. The Leadership Conference strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+, and other underrepresented applicants.

About Koya Leadership Partners

Koya Leadership Partners, a member of the Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—**The Right Person in the Right Place Can Change the World**—guides our work as we partner

with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world. For more information about Koya Leadership Partners, visit www.koyapartners.com.