



Position Title:	<b>Coalition and Advocacy Director</b>
Reports to:	<b>Executive Director</b>
Position Type:	<b>Exempt/Full Time</b> (40 Hours Per Week)
Position Location:	<b>Hartford, CT / Hybrid</b>

### **Organization Background**

Founded in 2004 as a separate 501 (c) (3), Partnership for Strong Communities is a statewide nonprofit policy and advocacy organization dedicated to ensuring everyone in Connecticut has a safe, stable home that is affordable to them, in an equitable community of their choice. The Partnership provides expert policy analysis, original research, educational opportunities, and coordinated advocacy to increase affordable housing, support equitable affordable housing policy, and advance housing justice. We engage partners through a collective impact framework to develop consensus legislative agendas and work to engage civic and political support to drive policy change. We are committed to working to address the long-standing race-based barriers and policies that have created inequities in housing policies and resources allocation in our communities.

### **Position Summary**

The Coalition and Advocacy Director will play a pivotal role in leading strategic initiatives to influence policies, build public support, and drive systemic change in affordable housing in Connecticut. This position requires a dynamic and experienced professional who can collaborate with diverse stakeholders, manage coalitions, and advocate for housing solutions that align with the Partnership's mission. This position reports to the Executive Director. This position supervises the Advocacy and Education Manager and works closely with the Director of Policy and other policy staff.

### **Essential Job Functions**

Coalition Building:

- Lead the development and management of coalitions to support by identifying key stakeholders, fostering relationships, and facilitating collaborative efforts.
- Organize coalition meetings, ensuring diverse perspectives are heard and are directive to the Partnerships advocacy, research, and convening goals and activities.
- Actively seek opportunities to expand the Partnership's coalition network, establishing it as a hub for cross-sector collaboration.

Advocacy Strategy:

- Develop comprehensive issue-based advocacy strategies that align with the organization's mission, incorporating a multi-level approach for impact at local, state, and federal levels.

- Utilize data-driven insights to inform advocacy initiatives, identifying key decision-makers and developing targeted outreach plans.
- Monitor legislative developments, provide timely updates to the Executive Director and collaborate with the Policy team to align strategies with evolving policies.
- Stay informed about evolving housing policies and legislation to inform the Partnership's advocacy positions.
- Collaborate with the Policy team to translate complex policy issues into accessible formats for diverse audiences.

#### Community Engagement:

- Design and implement community engagement initiatives, utilizing outreach, education, and partnerships with grassroots organizing to build support for affordable housing initiatives.
- Foster partnerships with community leaders, organizations, and grassroots advocates to amplify the Partnership's impact.

#### Public Relations:

- Work closely with the communications team to develop and execute public relations campaigns that effectively communicate the Partnership's advocacy efforts.
- Leverage media channels, including traditional and digital platforms, to amplify the impact of advocacy campaigns.
- Prepare and deliver compelling messages in interviews, forums, and public settings to enhance the Partnership's visibility and influence.
- Represent and speak on behalf of the Partnership at meetings, forums, conferences, and other public settings, both in state and out.

#### **Qualifications**

- Motivation, passion, and commitment to the mission of Partnership for Strong Communities.
- Substantive professional and/or personal knowledge of policy areas addressed by Partnership for Strong Communities strongly preferred.
- Value diversity, equity, and cultural differences, bringing cultural competency to their daily work.
- Personal qualities of integrity and credibility.
- Exceptional interpersonal and communication skills and fostering effective working relationships.
- Experience in bridge-building and demonstrated ability to coalesce diverse groups of stakeholders.
- Strong project management experience/skills.
- Strong writing, research, and oral communication skills.
- Track record of successful advocacy initiatives and the ability to drive systemic change.
- Demonstrated knowledge of government, politics, and the policy/legislative process. Experience or familiarity with Connecticut policy infrastructure necessary.
- A minimum of seven years of experience in organizing, public policy, research, or closely related work that requires an understanding of equity and social justice, and the role

institutional racism and oppression plays in inequitable outcomes across sectors, including lived experience.

- Master's Degree or equivalent post-graduate degree in a related field preferred.

### **Physical Requirements**

- Prolonged periods sitting at a desk and working on a computer.

### **Salary and Benefits**

The salary range for this position is \$80,000-\$100,000 plus benefits and will be determined based on experience and qualifications for the position. Comprehensive benefits package includes:

- Health insurance (medical, dental, vision)
- Retirement savings plan (401(k)) (3% provided by Employer, no match required)
- Flexible Spending Accounts (Dependent and Health)
- \$20,000 Paid Group Term Life Insurance/Long Term Disability Insurance
- Employee Assistance Program (EAP)
- Employee Identity Theft Plan (employer paid)
- Paid Time Off: 200 hours a year for new hires (prorated according to start date)
- Paid Holidays (9 recognized and 2 floating)
- Coordinated Time Off (the week of Juneteenth and December 24 through January 1)
- Summer Hours (4-hour workdays on Fridays during the summer months)
- Paid Volunteer and Civic Engagement Days
- Paid Bereavement, Re-entry, Witness and Crime Victim, Family and Domestic Violence, Jury Duty, Substance Use Treatment, Military, Emergency Services Personnel, and Sabbatical Leave
- Paid Professional Development Opportunities/Paid Professional Membership Fees
- Annual Performance Review and Salary Increases
- Diversity and Inclusion Initiatives
- Technology and Equipment Allowances/Mobile phone allowance
- Travel reimbursement

### **Equal Opportunity Employer**

Partnership for Strong Communities provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws. We celebrate diversity and are committed to creating an inclusive environment for all employees.

### **To Apply**

Please submit a resume and cover letter to [JaneP@pschousing.org](mailto:JaneP@pschousing.org) and include "Coalition and Advocacy Director" in the subject line. Applications will be accepted on a rolling basis.