



Deputy Director for Programs and Policy (Full-time, 40 hours/ week)

URGE- Unite for Reproductive & Gender Equity

Position Summary: URGE: Unite for Reproductive & Gender Equity seeks a Deputy Director for Programs and Policy, a committed, effective leader and manager – one with flexibility, vision, and clarity – to manage the programmatic work of this expanding national reproductive justice organization. The Deputy Director for Programs and Policy is a member of the Executive team responsible for ensuring the smooth operation of URGE’s organizing and mobilization, policy advocacy, culture shift, and program activities. They supervise URGE’s programmatic departments, each of which have their own Directors (Policy Advocacy, Communications and Culture Shift, and Field Organizing and Mobilization). Candidates must have knowledge of and commitment to reproductive health, rights and/or justice and/or social justice issues. The ideal candidate will bring significant organizing, political/campaign experience as well as extensive management experience. This position reports to the Executive Director.

Organizational Overview: URGE envisions a world where each of us can live, love, create families, express our gender, and enjoy sexuality with liberation, power, and joy and without stigma, scarcity, or interference. A world where all people have agency over our own bodies, health, and relationships and the resources and support to exercise that agency. URGE is the only national reproductive justice organization that centers the voices and leadership of young people. Rooted in the South and Midwest, URGE builds power with young people pushed to the margins. Our strategies include: civic engagement, grassroots organizing and mobilization, policy advocacy at the local, state, and federal levels, strategic communications and culture shift, and movement building with progressive allies. URGE provides tools, training, and leadership opportunities to young people age 18-30 to mobilize for reproductive information and services and win real victories for their campuses and communities!

Essential Responsibilities Include: The Deputy Director for Programs and Policy is responsible for effectively managing, planning, evaluating, and implementing URGE’s programmatic work at a high level, including:

- Provide effective direct supervision to four department directors, and indirect management of a team of 15-20 staff across five states (Ohio, Georgia, Texas, Alabama, Kansas) and Washington, D.C.
- Effective integration of URGE’s policy, communications, and organizing work to maximize organization impact and improve outcomes of multistate integrated voter engagement programs.
- Implementation, under the direction of the Executive Director, of URGE’s new strategic plan.
- Provide strategic thought partnership to the Executive Director.
- Occasionally serve as organizational spokesperson.
- Effectively manage program budgets and resources.
- Create and implement new initiatives.
- Create, implement, and evaluate annual programmatic operational plan.

Qualifications:

- Knowledge of and commitment to reproductive justice and the work of URGE, including our commitment to abortion access and affordability, LGBTQIA+ liberation, sex positivity, and dismantling white supremacy.
- Demonstrated effectiveness as manager and supervisor, including HR and budget management skills.
- Demonstrated success managing grassroots organizing and mobilization campaigns.
- Experience in the South or Midwest, and any of URGE's investment states a plus.
- Excellent verbal and written communication skills.
- Ability to develop effective strategic for policies and programs.
- Experience with program evaluation and strategic planning.
- Commitment to leadership of and liberation for young people.
- Demonstrated ability to use technology and systems to improve program impact.
- Sense of humor and strong interpersonal skills.
- The position may be based anywhere, though strong preference will be given to candidates located in URGE investment states (Ohio, Georgia, Texas, Alabama, Kansas).

Compensation: Salary range for this position is \$95,000 – \$105,000, commensurate with experience. In addition, URGE pays the full cost of employee health insurance coverage and provides excellent benefits, including 12 weeks paid parental leave.

How to apply: Please submit cover letter, resume, 3 writing samples, and 3 references (including 1 former supervisor and 1 former supervisee) to: hr@urge.org. Please reference "Deputy Director" in the subject line of email. Applications will be accepted on a rolling basis until the position is filled.

URGE: Unite for Reproductive & Gender Equity
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URGE is an equal opportunity employer. People of color, LGBTQIA+ people, and those with disabilities are strongly encouraged to apply.