

**Position Profile**

**URGE**

**Unite for Reproductive & Gender Equity**

**Midwest States Field Director**

Location: Remote (Ohio, Kansas, or other Midwestern state)

## About URGE

URGE plays a unique and critical role as a reproductive justice organization that engages young people and catalyzes their power to fight for the ability of all people to build the families they want, access the healthcare they need, and to live and love in a way that's true to who they are. Working with young people ages 18-30, and the leadership of young people of color, women, queer, trans, and nonbinary folks, and people of low-income, URGE provides training, field mobilization and national leadership to move policy, systemic, and cultural change.

URGE is driven by young leaders. We build infrastructure through campus chapters and Community Activist Networks, where we engage individuals to discover their own power and transform it into action. Together, URGE members educate their communities and advocate for local, state, and national policies in solidarity with other justice focused groups. Young people are powerful, engaged, and ready to lead.

We believe that justice will only be achieved once each of us recognizes the power of our own experience and joins up with others to create a different future. Working across the progressive landscape, we think, learn, and act together. We work together to build strong communities where sexual health is valued, reproductive rights are upheld, and each body is celebrated and supported to be well, happy, and thriving.

**URGE Mission, Vision, and Values:** URGE envisions a liberated world where we can live with justice, love freely, express our gender and sexuality, and define and create families of our choosing. To achieve our vision of liberation, **URGE builds power and sustains a young people's movement for reproductive justice by centering the leadership of young people of color who are women, queer, trans, nonbinary, and people of low-income.**

Our values guide our work internally and externally. URGE is:

- **Member-focused:** Our work is defined by the vision, desires, and leadership of young people.
- **Impact-driven:** We measure our work in meaningful wins for—and defined by—young people.
- **Bold and creative:** We push cultural and political boundaries to demand change and achieve our vision.
- **Anti-racist:** We challenge and work to dismantle systemic white supremacy and anti-Blackness through cross-racial collaboration. We recognize how all communities of color are impacted by and engage with white supremacy.
- **Sex-positive, gender-expansive, and abortion positive:** We create celebratory and supportive spaces for our bodies, genders, abilities, sexual expression, and reproductive self-determination.

If you are ready to bring your whole self into the fight for justice, URGE will have your back every step of the way. Now is the time to discover your power, claim the conversation, and build this movement. We are dedicated to the right of each person to make their own decisions about sex, gender, pregnancy, parenting, and the direction of their lives. URGE provides tools, training, and leadership opportunities to young people ages 18-30 nationally and in Alabama, Georgia, Texas, Ohio, California, and Kansas to mobilize for reproductive justice and win real victories for their campuses and communities!

For more information on URGE, please visit our [website](#).

## The Opportunity

URGE seeks an experienced, organized, and impact-oriented Field Director who is passionate about reproductive justice, community organizing, and integrated voter engagement! At the core of URGE's mission are our values, commitment to justice, equity, diversity, and inclusion, disrupting anti-Blackness and dismantling white supremacy. We seek candidates whose values are aligned with those of our organization. The Field Director builds relations with organizational allies and partners, expands the organization's growing cross-movement work, identifies emerging leaders, and ensures the smooth and continuous execution of field operations. Reporting to the Deputy Director of Policy and Programs, the Field Director is a core member of the senior leadership team. The Field Director manages URGE's Field Department, which is funded to expand to 12 state-based organizers, and two managers. The ideal candidate will be a talented organizer with organizational management and training experience, skilled at engaging with diverse communities, a self-motivated and accountable leader, who works well in teams and thrives in a fast-paced environment. Preference will be given to candidates with experience living and working in Ohio or Kansas, and candidates living and working in any Midwestern State will be considered. The position will require some time in the DC office.

## Responsibilities

### Strategic Planning and Management

- Manage the overall field operations with a focus on recruitment, training, and staff development.
- Develop and oversee national field strategy and budget priorities.
- Work with the Voter Engagement Director, Western Field States Director, and Southern States Field Director to create complex values-driven field strategy.
- Hire, train and manage field staff across remote locations.
- Facilitate & lead professional development conversations and planning with field staff

- Institute and drive systems for tracking and reporting campaign data and department progress.
- Coordinate and collaborate across organization departments.
- Assist in the development of an organizing culture and a team approach that engages the skills of field staff, chapter leadership and URGE members.
- Facilitate coordination between the Campaign and Membership and Trainings teams.
- Train and manage field team to write and execute complex field plans.
- Work with Executive Leadership and Senior Leadership Team to establish a strong professional culture focused on accountability, specific goals, program assessments, utilization of best practices, innovation, and sense of purpose.
- Perform other related duties and attend meetings as required by the Deputy Director of Programs and Policy.

## Membership and Training

- Set goals and strategy to develop new chapters, emerging leaders, and in-state partnerships. Oversee training, planning, and coordination with other team leaders. Support staff to develop training curricula for members.
- Lead trainings and workshops. Support and train field staff to lead and facilitate engaging trainings and workshops.
- Work with field staff in assigned regions and states to coordinate area specific programs, trainings, and campaigns.

## National Leadership

- Establish and maintain relationships with national partners, funders, and coalitions.
- Represent URGE at conferences, trainings, and other events.
- Set criteria for field involvement in external events, campaigns, and political actions.
- Monitor and report on concerns, interests and trends regarding potential impacts and threats on URGE members and base.
- Other duties and responsibilities as assigned.

## Candidate Profile

- Bachelor's degree or equivalent in relevant field.
- Three years of director level organizational experience.
- Five years of management experience.
- Ten years organizing, base building and/or civic engagement experience.
- Commitment to reproductive and gender justice, abortion access for all, queer and trans liberation, building young people's political power, and dismantling white supremacy.

- Commitment to co-creating a work environment that is just, equitable, and inclusive to all, including Black, Indigenous, and other people of color, LGBTQIA+ people, women, and people with disabilities.
- A demonstrated ability to support developing organizers to build their skills while meeting goals.
- Effective project management and budgeting skills.
- A demonstrated commitment to racial equity, gender justice and to empowering diverse constituency of young people.
- Experience building and working with partnerships and coalitions. Strong verbal and written communication skills.
- Outstanding leadership and interpersonal skills, especially excellent judgment, strategic thinking, and problem solving and high levels of initiative, creativity, flexibility, and humor.
- Experience training and mentoring high performing staff and volunteers and supervising them over a wide geographic area. Experience with a wide range of organizing and base building approaches with a demonstrated experience in legislative campaigns and electoral politics.
- Can change directions quickly and frequently “build it, test it, iterate quickly.”
- Ability to design, maintain and improve goal-oriented accountability structure without compromising staff autonomy and innovation.
- High degree of patience and tact.
- Must be able to cultivate respect, strategic and collaborative relationships with constituents and staff from diverse backgrounds both internally and externally.
- Effectively manage time including a demonstrated ability to prioritize multiple tasks and projects including setting realistic goals.

## Compensation & Benefits

URGE offers a competitive salary and benefits package for full-time employees. Salary is commensurate with experience, starting at \$89K annually.

*URGE is an equal opportunity employer. People of color, lesbian, gay, bisexual, transgender people and those with disabilities are strongly encouraged to apply.*

## Contact

Liz Lombard and Angie Sessoms of Koya Partners have been exclusively retained for this search. To express your interest in this role please submit your materials [here](#) or to Angie directly at [asesoms@koyapartners.com](mailto:asesoms@koyapartners.com). All inquiries and discussions will be considered strictly confidential.

## About Koya Partners

Koya Partners, a part of the Diversified Search Group firm, is 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. At Koya, we don't just accept difference—we celebrate it, support it, and thrive on it for the benefit of our team, our clients, and the communities we serve.

Koya is an equal opportunity employer fully committed to creating an environment and team that represents a variety of backgrounds, perspectives, styles, and experiences. We encourage all to apply because we believe a diversity of voices leads to better discussions, decisions, and outcomes for everyone. Koya does not discriminate on the basis of race, color, national origin, religion, sex, disability, age, sexual orientation, military status, veteran status, genetic information, gender identity, or any other characteristic protected by applicable federal, state, or local law. For more information about Koya Partners, visit [www.koyapartners.com](http://www.koyapartners.com).