

In Partnership with



**Are you passionate about social justice and immigration rights? Do you possess a strong understanding of public policy and civic engagement? Do you have experience with community organizing?**

We are currently in search of a **Director of Advocacy & Policy** for **Canal Alliance**. The position is based in **San Rafael**. This is a **full-time** position with hybrid flexibility.

**ORGANIZATION:** Canal Alliance

**LOCATION:** San Rafael

**POSITION TITLE:** Director of Advocacy & Policy

**ANNUAL SALARY:** Starting at \$90K/Annual Salary

#### **Mission & Position Overview**

Canal Alliance exists to break the generational cycle of poverty for Latino immigrants and their families by lifting barriers to their success. We are a nonprofit champion of immigrants who are challenged by a lack of resources and an unfamiliar environment.

The Director of Advocacy & Policy oversees strategic planning, program implementation and the monitoring of outcomes for Canal Alliance's Advocacy and Civic Engagement programs. This position reports directly to the CEO and is responsible for building infrastructure and team capacity, developing and promoting a public policy agenda, generating and nurturing partnerships and coalitions, managing communications, and supporting Voces de Canal in community engagement efforts. Canal Alliance believes in unfolding the full potential of Latino immigrants to be powerful and effective advocates for their community.

#### **Our Ideal Candidate:**

- Bachelor's Degree in public policy or related field (Master's Degree preferred)
- Minimum 3 years administrative/leadership experience in advocacy and policy programming that includes civic engagement outcomes
- Bilingual/bicultural in Spanish and English (*preferred*)
- Experience working with Latino, immigrant or low-income communities
- Experience working with public, private and nonprofit sector partners
- Experience working with local, state and national advocacy organizations
- Knowledge of effective, evidence-based practices in advocacy and civic engagement and community organizing strategies
- Knowledge of project management and technology to achieve strategic goals
- Strong leadership and management skills that are collaborative and create space for creativity for staff
- Demonstrated ability to close equity gaps
- Ability to collect, analyze and use data at the program level and participant level
- Ability to focus on results and inspire staff to do the same
- Ability to think strategically and creatively
- Ability to effectively communicate information both verbally and in writing

- Ability to take initiative and go beyond expectations in the assignment, task, or job description without being asked
- Ability to establish cooperative working relationships with staff, board members, community leaders, and partners
- Ability to function with minimal supervision, follow directions, handle multiple tasks simultaneously, and manage stressful situations effectively
- Proficiency in Microsoft Word, Excel and Outlook

**How You Will Spend Your Day:**

- Inform policy decisions through participation in relevant coalitions and committees throughout Marin County
- Oversee the Advocacy & Policy Department managing the Policy Senior Manager and the Community Engagement Manager
- Build and maintain solid relationships with program partners and coalitions
- Ensure quality reporting giving insights and evaluations from data
- Help create grant proposals and reports
- Manage advocacy and policy program budget of \$700,000
- Participate in Canal Alliance leadership activities
- Other duties as assigned by the Chief Executive Officer

**Commitment to Diversity, Equity and Inclusion:**

Canal Alliance actively promotes and recognizes principles of fairness, equity, and social justice in relation to, and across, intersections of race, age, color, national origin, ethnicity, citizenship, sex, sexual orientation, gender identity, gender expression, religion, disability, ancestry and all other identities represented among our diverse employees.

**Vaccination Policy: Proof of vaccination will be required upon hire.**

**We'd love to hear from you.**

**To Apply:** Canal Alliance has retained Careers In Nonprofits to help with this hire. If you are interested in finding out more, please apply [here](#).

**Know a friend who would be a great fit?** Feel free to send their resume to [Kflowers@cnpstaffing.com](mailto:Kflowers@cnpstaffing.com)!

**Is this position not a great fit?**

For more information about **Careers In Nonprofits** and our other available opportunities and workshops, please visit our website at [www.careersinnonprofits.com](http://www.careersinnonprofits.com).

Careers In Nonprofits is an equal opportunity employer. Empowered by the #ILoveMyJob mission, we celebrate diversity and are committed to creating an inclusive work environment within the nonprofit sector.

**About Careers In Nonprofits**

Careers In Nonprofits is a seven-time award-winning Best of Staffing recruiting firm, exclusively serving the nonprofit sector. Since 2006 we have provided temporary, temp-to-hire, and direct hire services to over 600 nonprofit organizations throughout the US. Our mission is to connect the best people with the best causes. We successfully fulfill this mission by identifying client needs and candidate's career goals, matching them through a proven search process that works. For more information, please visit our website at [www.careersinnonprofits.com](http://www.careersinnonprofits.com).

*Due to the high volume of applications we receive, we regretfully can only respond to those candidates who best meet the requirements of a specific position or whose backgrounds are generally applicable to our client base. Please rest assured that we retain all candidate information for possible future matches, even if you do not hear from us in regard to your application in response to this ad.*