



Overview:

The staff, members, and leadership council of the Organization for Black Struggle (OBS) are conducting a national search for an Executive Director. We seek an experienced and dynamic executive leader who, in partnership with members, board and staff, will be prepared to carry forward and build on OBS's 30-year history of multi-issue organizing for black liberation within St. Louis, Missouri. The Incoming Executive Director will be a skilled manager, with a background progressive organizing, and will be able to provide leadership and direction for OBS that will continue to expand our base among black communities and allies who will support and fund our work. The Executive Director will oversee operations of OBS to ensure the organization's financial stability, the quality of its strategic campaigns and programs, the building of a strong membership base, the development of community leaders, and the maintenance of its relationships with key stakeholders.

About the Organization for Black Struggle:

The Organization for Black Struggle was founded in 1980 by activists, students, union organizers and other community members in order to fill a vacuum left by the assaults on the Black Power Movement. We envision the creation of a society free of all forms of exploitation and oppression.

Our Mission: To build a movement that fights for political empowerment, economic justice and the cultural dignity of the African-American community, especially the Black working class.

Our Program: Our program is based upon the Black Freedom Agenda that was introduced at the founding of the Black Radical Congress in 1998 and ratified in 1999.

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The Freedom Agenda:

1. We will fight for the human rights of Black people and all people.
2. We will fight for political democracy.
3. We will fight to advance beyond capitalism, which has demonstrated its structural incapacity to address basic human needs worldwide and, in particular, the needs of Black people.
4. We will fight to end the super-exploitation of all workers.
5. We will struggle to ensure that all people in society receive free, quality public education.
6. We will struggle against state terrorism.
7. We will struggle for a clean and healthy environment.
8. We will fight to abolish police brutality, unwarranted incarceration and the death penalty.
9. We will fight for gender equality, for women's liberation, and for women's rights to be recognized as human rights in all areas of personal, social, economic and political life.
10. We will fight to ensure that lesbian, gay, bisexual and transgender people are recognized and respected as full and equal members of society, and of our communities.
11. We support affirmative action.
12. We will fight for reparations.
13. We will struggle to build multiracial solidarity and alliances among all people of color.
14. We will uphold the right of the African American people to self-determination.

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15. We support the liberation struggles of all oppressed people.

For more information on OBS please visit www.obs-stl.org

Candidate Profile:

The Executive Director will manage staff and reports to the Leadership Council. The Executive Director will uphold the organization's commitment to being member-led and to ensuring that OBS members are at the table for key organizational decisions. The Executive Director will demonstrate a track record of organizational management, a deep understanding of organizing, and a commitment to building a strong foundation and infrastructure of the organization.

The Executive Director will advance the work of the Organization for Black Struggle through the following responsibilities:

Organizing, Advocacy, and Program Leadership:

- Ensure the successful operation and strategic development of organizing and advocacy campaigns and programs, policy and electoral work in accordance with OBS's principles and values.
- Design, lead, and support the implementation of strategic campaign plans.
- Oversee leadership and staff meetings, trainings, membership meetings, and retreats.
- Oversee development of grassroots leaders and building of a base of low-income people of color.
- Ensure that OBS's membership is central to campaign and program development.

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Resource Development:

- Create and implementation an annual fundraising strategy, ensuring a diversified funding base including foundations, individuals, and special events.
- Establish and maintain relationships with all current and potential donors through a process of research, identification, cultivation, solicitation, and acknowledgement.
- Oversee a grassroots fundraising plan and membership dues infrastructure.
- Ensure that resources are adequate to meet the annual budget.

Organizational Development and Management:

- Oversee all long-range organizational planning, project and program development, new campaign development, electoral strategy, and strategic planning.
- Manage OBS's financial operations, including developing annual budgets and monitoring expenditures and income during the year
- Ensure strong administrative systems and practices including payroll, human resources, insurance, annual audit, and others as needed.
- Lead all elements of staff management, working to ensure a healthy, collaborative workplace, and organizational culture.

Relationship with the Leadership Council

- Serve as the key liaison and manage and maintain open communications with the OBS Leadership Council.
- Assist supporting the development of the Leadership Council.
- Prepare materials for LC meetings and retreats working with Chair to plan agendas.

Communications and Community Relations

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- Establish and maintain deep understanding of the political landscape to enable OBS to chart its political strategies and successfully build the power of black communities in St. Louis.
- Represent and promote OBS to key public officials, community members, press, and the public in order to ensure an accurate and positive public presence for OBS and its mission.
- Develop and maintain strong relationships with OBS members, leaders, and external stakeholders.
- Manage and nurture positive relationships with program partners and allies at city, state, and national levels.

Qualifications:

- Passion for and commitment to black liberation and an intersectional analysis on how to build political power and leadership of black working class communities.
- Five years of senior leadership experience in a community-organizing environment with significant supervisory responsibilities.
- Experience working within working class black communities to build advocacy skills and leadership capacity with the goal of making societal and political change.
- Demonstrated results in managing organizing staff in a collaborative environment.
- Demonstrated track record of leading fundraising through private philanthropy, including foundations, individual giving, grassroots fundraising, and special events.
- Exceptional verbal and written communications skills, including the ability to craft compelling documents and deliver inspiring presentations and represent OBS and its programs to a range of stakeholders.
- Experience with and/or understanding of grassroots organizing, digital tools and strategies for organizing, public policy.

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- Experience with or understanding of 501(c)(3) & 501(c)(4) grants & programs
- Experience working with a member-led organization and familiarity with dues paying membership structures.
- Strong team and collaboration orientation, as well as the ability to work independently.
- Ability to travel locally, statewide and nationally, and participate in frequent evening and weekend obligations.
- Flexibility, sense of humor, and creative problem solving skills.

Compensation & Benefits:

Based on experience.

Contact:

Please send a cover letter, three references, and a resume to contactus@obs-stl.org, applications will be accepted until July 15, 2016.

OBS is an equal opportunity employer and strongly encourages applications from people of color, people with disabilities, women, and LGBT applicants.