

**AMNESTY
INTERNATIONAL**



POSITION PROFILE

Chief Movement Building and Member Engagement Officer Amnesty International USA

Remote (Washington, DC, or New York, NY Preferred)



ABOUT AMNESTY INTERNATIONAL USA

Amnesty International USA (AIUSA) is the global organization's presence in the United States. We engage people in the U.S. to fight injustice all around the world, while we also work to protect people's human rights here in the U.S. Amnesty International USA has more than a million members and activists in all 50 states, who are part of a larger global movement of more than 10 million people in 150 countries. We are a democratically governed, grassroots membership organization, which means that our members vote on key policy issues and elect our Board of Directors. Some of our members are experts on specific human rights issues, parts of the world, or advocacy areas, and they serve as volunteer leaders. Others are volunteer leaders of local or student groups in towns, universities, states, or regions of the country. Amnesty International USA's elected Board members, staff, and members work together to lead the organization.

LEARN MORE:
amnestyusa.org

THE OPPORTUNITY

AIUSA is seeking a skilled leader to serve as Chief Movement Building and Member Engagement Officer (CMBMEO) to ensure the effective growth, diversification, training, and engagement of AIUSA's membership base and grassroots activism in service of AIUSA's mission of demanding human rights for all people – no matter who they are or where they are.

With management responsibility for overseeing four units that lead our (1) Organizing, (2) Grassroots Leadership & Engagement, (3) Individuals at Risk Member Engagement and (4) Events work. Within this team, the CMBMEO will also oversee our new Digital Member-only Member Center, where our members come together virtually to work on issues together and access information and resources. The CMBMEO is also a key member of the Executive team, with significant management and budgetary responsibilities across the organization and a critical role in setting and implementing overall direction and strategy for AIUSA.

The CMBMEO's responsibilities include:

- Guide and coordinate aspects of the organizational strategic plan, ensuring that the Movement Building and Member Engagement Department's units are fully engaged in strengthening our people power to deliver human rights impact.
- Direct and mentor senior leaders who oversee our Organizing, Grassroots Leadership & Engagement, Events, and Individuals at Risk Member Engagement work, ensuring that the teams are aligned and operating for maximum impact.
- Work with the Executive Director, the Executive Team, unit leads, and with member leaders to advance organizational priorities including growth and diversity of our activist and member base.
- Work in close collaboration with the Chief Strategy and Impact Officer to ensure the effective delivery of AIUSA's human rights impact and people power outcomes.
- Collaborate with colleagues on the Executive Team to drive strategy, build culture, and evaluate organizational impact. Implement and continuously improve the systems and processes within AIUSA to ensure they are equitable, inclusive, and accessible for all.
- Work with the Executive Director to ensure the AIUSA Board of Directors is fully informed and supported in their leadership and activities, with a particular focus on Board committee and working groups focused on engaging members and activists.
- Work with colleagues in other Amnesty International Sections and with International Secretariat staff to ensure alignment between AIUSA programmatic work and that of Amnesty International's global movement.

CANDIDATE PROFILE

We recognize that there is a spectrum of lived and professional experience that will set candidates up for success in this role. While no one candidate will have every experience outlined in the position description, ideal candidates will display the following professional and personal qualities, skills, and characteristics:

STRATEGIC, ENTREPRENEURIAL, AND VISIONARY LEADER

Strong candidates will bring experience driving cross-team strategic initiatives and priorities to advance organizational priorities, including growth in activism. A natural collaborator, the ideal candidate will utilize thoughtful management strategies to achieve the highest standards of performance across teams and bring experience measuring and evaluating organizational impact. They will understand and be adept at the nuances of managing managers, and lead with a mentor and partner approach.

STRENGTHEN AND ENHANCE A DIVERSE AND INCLUSIVE CULTURE

As an inclusive leader, they will bring a balanced hand in cultivating organizational culture and crafting strong systems in support of AIUSA's mission while also engaging and collaborating across a global organization and implementing and continuously improving programs, systems, and processes to ensure they are equitable, inclusive, and accessible for all. With a highly focused social justice and racial equity lens, the CMBMEO will be a champion of and exhibit an abiding passion and commitment to Inclusion, Diversity, Equity & Accessibility (IDEA) and anti-racism.

AUTHENTIC RELATIONSHIP BUILDER

The CMBMEO will be a bridge between AIUSA's staff and members. They will have a proven track record as a trusted partner with a demonstrated ability to attract, lead, and motivate staff and members in alignment with AIUSA's values, mission, and goals. They will be an approachable team member and active listener who adapts to context and treats others with the highest level of respect and an understanding of cross-cultural communication.

ADAPTABLE CHANGE AGENT AND LEADER OF EXPERIMENTATION

Successful candidates will be adept at driving organization and system-level change and fostering a culture of data-driven experimentation to grow and diversify our membership and strengthen the people power of volunteers and staff working together towards human rights impact. They are a creative thinker with the ability to help lead AIUSA in developing innovative approaches to identifying, engaging, and growing its base of new and existing supporters. As a strong people leader, they will be an adaptable coach and mentor who can lead teams in a dynamic, ever-changing political and social landscape.

SKILLED CAMPAIGNER AND MOVEMENT LEADER

The CMBMEO is a strategic leader with experience designing and implementing transformational campaigns, building grassroots power, and developing relationships to drive collective movement-building and member engagement. They will have an ability to develop and lead an ambitious program to strengthen the base of members and grassroots leaders who are fighting for policy change within the human rights movement at the local and global levels. Moreover, they will bring an inclusive lens and equity and justice-based perspective to building political power and a passion for ensuring that the voices of those impacted most are centered.

MEMBER MOTIVATOR AND LEADER

The CMBMEO will bring a deep belief in the power of grassroots activism and mobilization. They will offer energy and creativity around designing and leading efforts to grow, diversify, engage and retain members and activists. They will bring an innovative and participatory approach to leadership development and an understanding of both the complexity and the power that an engaged, informed membership brings to an organization as well as genuine passion for harnessing this grassroots power to drive change.

KNOWLEDGE, SKILLS, AND QUALIFICATIONS

In addition to the core competencies outlined above strong candidates will offer:

- Demonstrated senior leadership skills and abilities on an organizational level.
- Experience engaging with and presenting to boards required.
- Experience working in or engaging deeply with a grassroots membership organization required.
- Expert level knowledge in human rights issues across the civil, political, economic, social, and cultural rights spectrum.
- Ability to apply an anti-racist lens to movement building, activism, and mobilization work required.
- Demonstrated commitment to continuous self-learning and growth, especially related to the development of strong equity competencies and managing diverse teams and modeling this approach with others.
- Demonstrated ability to embed inclusion, diversity, equity, and accessibility (IDEA) best practices into both strategy and operations.
- Expert-level written, and verbal communication skills required. Ability to navigate tough conversations and resolve conflicts.
- Ability to occasionally travel required, e.g., staff retreats, regional office visits, annual AIUSA conference.
- Ability to occasionally work evenings and/or weekends required.
- BA/BS or equivalent years of experience required, or a combination of equivalent education and years of experience.
- 15 years of progressively responsible human rights activism experience required.
- 5 years of senior organizational leadership and direct people management experience required.
- Experience managing in geographically dispersed, hybrid/remote organizations preferred.

AIUSA recognizes the valuable skills that can be gained through internships, fellowships, volunteer work, and non-traditional work experience. This experience helps build competencies and knowledge that may translate to our job openings. We seek a diversity of experience and skills for our workplace and encourage people from all backgrounds to apply to our openings.

COMPENSATION & BENEFITS

Compensation for this position will be between \$215,000 to \$225,000, depending on the candidate's experience.

AIUSA offers a generous benefits package including health, dental, and vision insurance. AIUSA also offers other benefits including life insurance, long-term and short-term disability protection, a group 401 (a) retirement plan with an employer match up to 5%, 15 vacation days, 12 holidays, 7 personal days and 10 sick days, professional development benefits, and a predominantly fully remote work model. Work life balance is important at AIUSA, with a 35-hour work week for full-time employees, flex time allotment for salaried employees, and half day Summer Fridays.

COVID-19 CONSIDERATION

Because the health and safety of our employees are a top priority, we are currently conducting our hiring process virtually. We are currently starting out positions as fully remote but will transition to a hybrid work environment when our offices re-open, expected to be in early 2023.

CONTACT

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Molly Brennan and Turner Delano of Koya Partners have been exclusively retained for this search. To express interest in this role please submit your materials [here](#). All inquiries and discussions will be considered strictly confidential.

Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

AIUSA is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.

About Koya Partners

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm 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.

For more information about Koya Partners, visit www.koyapartners.com.