

## Sports4Kids

### Bay Area Development Director

#### About the Organization:

Sports4Kids is a non-profit organization whose mission is to improve the health and well-being of children by increasing opportunities for physical activity and safe, meaningful play. Our staff culture is based on a fun, playful and exuberant model. Operating since 1996, Sports4Kids now partners with more than 128 schools throughout the San Francisco Bay Area and in Baltimore, Boston, and Washington DC, reaching nearly 50,000 children on a daily basis. With recent support from the Robert Wood Johnson Foundation, Sports4Kids is fulfilling an ambitious national expansion effort with the ultimate goal of operating in 20 cities across the country by 2012.

#### About the Department:

The team has worked diligently to secure significant funding sources to date. The 2007-2008 organizational budget is \$9.2 million. Our stellar Development Team is responsible for raising this budget excluding what has been provided by federal and state government sources, school fees and multi-year foundation grants.

#### About the Position:

Sports4Kids seeks an ambitious fundraiser who wants to lead a key function in an innovative and entrepreneurial nonprofit organization. This person will be responsible for all aspects of development for our Bay Area operations, including building relationships and generating resources from foundations, corporations, and individuals. This position will be a key member of the national team responsible for communications and public relations as well. The Bay Area Development Director serves as an advocate for Sports4Kids, supports the mission and helps communicate who we are to a broad base of potential funding sources.

#### Specific responsibilities include, but are not limited to:

- Meet annual income targets for Bay Area programs by initiating and managing relationships with corporate partners, foundations and individuals.

- Identify and cultivate both new and existing foundation funders including writing and reporting on grant proposals.

- Introduce Sports4Kids to a wide corporate audience—strong candidates must be persuasive and conversational and must have the ability to “close”;

- Manage the cultivation and coordination of volunteer Local Advisory Councils to support Bay Area development activities;

- Prospect and solicit professionals to engage them in partnering with Sports4Kids to broaden the network of institutional and individual supporters;

- Secure sponsorships and underwriting opportunities;

- Participate in the department’s long term strategic and short-term operational planning efforts;

- Generate support from communities and helps create annual gift opportunities; formulates and coordinates donor direct marketing program including email fundraising, direct mail and matching gifts; cultivates relationships with prospects and solicits gifts;

- Plan, coordinate, and implement annual appeals, cultivation and fundraising events, and other activities designed to increase success in private fundraising for Sports4Kids.

- Prepare funder and donor updates and donor solicitation letters and proposals;

- Work with staff to manage donor database and donor clubs; generate prospect lists for donor leads;

- Develop and manage a program of giving with grassroots organizations and companies including community affairs offices and employee groups in collaboration with Sports4Kids’ Development, Leadership and Program staff;

- Coordinate with the Director of Development on donors that grow to the major gifts level;

Produce regular development reports including financial and activities summaries;  
Maintain a working knowledge of the organization's mission and its programs.

Position reports to: National Director of Development

Location: Oakland, CA

The ideal candidate will have:

Bachelor's degree and 3+ years of fundraising or equivalent experience are required.

Exceptional written and oral communications skills and strong analytical, organizational and problem solving skills required.

Experience writing, editing, and producing grant proposals and corporate presentations strongly preferred.

Successful candidate will have strong general computer skills including proficiency using the applications of Microsoft Office, and experience with online fundraising, marketing &/or related applications.

Experience using Salesforce or other CRM software highly desirable.

Candidates must be capable of working in a fast-paced, deadline-driven environment, be able to manage multiple projects simultaneously and be capable of working independently and collaboratively with a variety of personalities and leadership styles in a collegial environment.

Successful candidate will be enthusiastic, goal-oriented and committed to excellence.

Comfort with a playful, exuberant and mildly irreverent workplace culture.

Ability to thrive in an environment that is characterized by significant growth, diversity and constant change.

Compensation and Benefits:

We offer a competitive, non-profit salary.

Employer-paid health coverage.

Access to employee-funded pre-tax health and child care spending accounts.

Paid vacation, sick and holiday leave.

To Apply:

Submit resume and cover letter to Jennifer Hiller, [jhiller@sports4kids.org](mailto:jhiller@sports4kids.org) (preferred) or mail to:

Bay Area Development Director Search

Sports4Kids

517 Fourth Street

Oakland, CA, 94607

fax – 510-893-4378

Sports4Kids is an Equal Opportunity Employer

BARBARY COAST CONSULTING

660 Market Street, Fifth Floor | San Francisco, CA 94104

(415) FOG-0000 | F (415) 655-7497 | [www.BarCoast.com](http://www.BarCoast.com)

POSITION ANNOUNCEMENT: SUMMER INTERN

Barbary Coast Consulting is a full-service public affairs company based in San Francisco. Its diverse set of clients – for-profits, non-profits, government agencies, educational institutions, utilities, real estate interests, and technology companies – count on Barbary Coast Consulting to help them navigate the complex avenues of government relations, community outreach, messaging, political strategy, and media relations.

Working with our entire diverse team, the Summer Intern will function as a Jane or Jack of all trades. This individual will apply their superb research, writing, organizational, and creative skills to meet the

varied needs of Barbary Coast Consulting's clients. Exposure to city leaders, a fast-paced environment, real responsibility, and an overall great learning experience are assured.

**Duties & Responsibilities:**

- Monitor print and television media for relevant political or client-related news
- Contribute to the maintenance of SFUsualSuspects.com, Barbary Coast Consulting's San Francisco political news website
- Make periodic trips to City Hall and other locations to collect or deliver information pertaining to Barbary Coast Consulting's client projects
- Organize and staff community meetings and public hearings as needed
- Conduct research related to local community organizations and their activities
- Maintain Barbary Coast Consulting's media contact database
- Accompany the firm's Executive Team and Project Managers to client meetings as appropriate
- Performing other duties as needed, including managing the front desk and handling incoming phone calls in order to support the Office Manager

**Qualifications:**

A qualified candidate will be enrolled in a 2 or 4-year college and maintain an average GPA of 3.0. We also encourage recent graduates to apply. A focus on or interest in political science, public policy, or communications and a demonstrated commitment to San Francisco are highly desirable. To be considered for this position, candidates must be available for a minimum of eight weeks of full-time work. Start and end dates are flexible. Candidates reaching the interview phase will be given a writing test.

**Compensation:**

College credit (if you do a good job and handle the necessary paperwork, we'll sign it) and/or a stipend. Plus, a Muni FastPass and unlimited access to the company massage chair, espresso machine, and refrigerator.

**Contact:**

Please submit a resume and cover letter to Alexis Ward at [ward@barcoast.com](mailto:ward@barcoast.com) to be considered for this position. Resumes and cover letters in PDF format are preferred. In your communication, please also include your earliest available start date and an accounting of previous commitments (e.g. extracurricular involvement, vacations) that may interfere with your internship at Barbary Coast Consulting. Applications will be reviewed on a rolling basis, with the process concluding upon the identification of a qualified candidate.



School-Based After School Unit Director  
Job Description

School-Based After School Program Goals:

- Effectively attract and retain students
- Reinforce school day learning through effective homework and tutoring service

- Provide challenging academic enrichment that extends school day learning in a meaningful, fun context
- Improve literacy skills, the greatest academic need in the District
- Provide opportunities for youth development (socialization, maturation) through a wide range of activities in arts, technology, athletics, and more
- Improve communication among teachers, parents, and after school staff to improve student motivation and remove barriers to learning
- Serve as an example of and resource for excellent after school programming locally
- Provide a cost-efficient, replicable model both for the Boys & Girls Clubs of the Peninsula, other Boys & Girls Clubs, and other providers
- Demonstrate program impact

#### School Site Unit Director:

- Develops and runs a School-Based After School Program in a Ravenswood District elementary or middle school, ensuring a quality educational experience for all participants
- Recruits, trains and manages part-time staff, including their formal evaluation and assessing their needs for ongoing professional development
- Develops and maintains a strong relationship with the School Principal, and other staff, including service on the school site council and other decision-making bodies as is appropriate
- Coordinates the program with CBO partners, managing their participation in the after school program.
- Develops and implements systems for family involvement/engagement
- Develops and manages the School Site After School Program budget
- Determines ongoing needs/interests of students, parents and school staff and review and revise programs to meet emerging needs/interests. Includes preparation for and support of informal and formal evaluation of program effectiveness
- Works closely with the BGCP Academic Director to develop engaging, developmentally appropriate educational enrichment curriculum which expands and supports students' learning experiences beyond the classroom
- Collaborates with the other BGCP school site managers to share program elements and best practices.
- Compiles data and tracks students for program assessment/evaluation and reporting to Board and funders
- Creates opportunities to publicize BGCP and the school-based after school program at school events (e.g. Open House, Back-to-School Nights, parent conference days, staff development meetings, etc.) as well as events in the broader community (churches, city council meetings, etc.). Prepares and gives presentations as needed.
- Organizes after school events to showcase students' work for parents, teachers and other community members
- Supports BGCP events and general organizational needs as appropriate

#### Desired Qualifications:

- Strong leadership qualities, ability to coordinate, inspire and motivate others

- Knowledge of effective teaching methods and curriculum development. Ability to design programs to meet the learning needs of elementary and middle school students.
- High level of communication skills, both written and oral.
- Spanish language ability strongly desirable
- Experience working in an ethnically diverse community and in meeting the needs of the groups represented
- Strong initiative and ability to solve problems
- Ability and commitment to work collaboratively

Education/Experience:

- Successful experience as a teacher and/or administrator in an educational environment required
- Clear background check and history indicating fitness to work with children required
- Teaching credential (multiple-subjects or single-subject) and/or Master's in Education highly desired

To apply: Send resume to: Gayle Crossley at [gayle@bgcp.org](mailto:gayle@bgcp.org)

Job Announcement Oakland District Office

THE DISTRICT OFFICE OF ASSEMBLYMEMBER  
SANDRÉ R. SWANSON IS CURRENTLY INTERVIEWING FOR  
THE ENTRY LEVEL POSITION OF OFFICE ASSISTANT

The Office of Assemblymember Sandré Swanson is seeking a person who can serve as the Principal Office Assistant to the District Director. He/She will be responsible for providing a variety of administrative and constituent support activities, as well as, scheduling responsibilities for the Assemblymember and District Director. This is an entry level position, which will require the individual to be the initial point of contact for constituents contacting the District Office for assistance. In addition, the position requires computer proficiency with Word, Excel and Outlook, and the ability to speak more than one language is a plus but not required.

Please send a letter of interest, resume and your desired salary to the attention of Carol Jones, District Director ([Carol.Jones@asm.ca.gov](mailto:Carol.Jones@asm.ca.gov)) or bring the materials to 1515 Clay Street, Suite 2204, Oakland, CA 94612 (916) 286-1760.

Job Announcement Capitol Office Sacramento

THE CAPITOL OFFICE OF ASSEMBLYMEMBER  
SANDRÉ R. SWANSON IS CURRENTLY INTERVIEWING FOR THE ENTRY LEVEL  
POSITION OF LEGISLATIVE ASSISTANT/LABOR ASSOCIATE CONSULTANT

The Office of Assemblymember Sandré Swanson is seeking a person who can perform a variety of Labor Committee and legislative support activities under the direction of the Committee's Chief Consultant and the Legislative/Capitol Director. This is an entry level position, which will require the individual to be the principal point of contact for a variety of legislative issues for the capitol office and an Associate Consultant to the Labor and Employment Committee.

Please send a letter of interest, resume and your desired salary to the attention of Angela Haywood, Capitol Director ([angela.haywood@asm.ca.gov](mailto:angela.haywood@asm.ca.gov)), or bring the materials to the State Capitol, Room 6012, Sacramento, CA 95814 (916) 319-2016.

### Job Description: EdSource Grants Manager

The EdSource grants manager will work closely with the executive director to form the fund development team, with support as needed from other staff. The person filling this position will be primarily responsible for managing the execution of the agency's fund development program as outlined below.

Agency Background: Established in 1977, EdSource's mission is to develop and disseminate clearly written and impartially researched information that will help to clarify California's complex K-16 public education issues. Located in Mountain View, California, EdSource has a small staff of 15 that includes researchers and policy analysts, communications and web specialists, and agency support staff in the areas of finance, grants, and administration. EdSource's program includes the production of eight publications a year, an annual public Forum and occasional other convenings, and the maintenance of several websites. Please visit [www.edsource.org](http://www.edsource.org) to learn more about us.

The majority of EdSource's annual revenues are from multi-year general support grants, supplemented by smaller grants to specific projects in the program. Most grants come from large and small private and corporate foundations; more recently EdSource has received grants from individual small or major donors. Only 10% of the annual revenue is earned income from subscriptions to the publication series, registration at the annual Forum, and a contract for a multi-partner website. EdSource has a long history of financial stability, but a sizable portion of revenues has to be regenerated each year. The agency is in a programmatic growth mode, and in the coming years we hope to increase the size of our unrestricted support as well as diversify our sources of support.

The executive director has overall responsibility for securing funding. She is supported in that work by the deputy director and the board of directors as well as by the grants manager. The grants manager has overall responsibility for managing and executing the full range of work related to the agency's grants: prospect research, development (with the ED) of letters of inquiry and full grant proposals, and development of grant reports. In addition, the grants manager is responsible for identifying and cultivating prospects and securing funding for the annual public Forum.

Primary Function: Manages execution of fund development program to ensure that all deadlines and all requirements for grant proposals and reporting are met; responsible for writing and assembling all grant reports; takes lead in managing the development of grant proposals with input from the executive director and any relevant staff; regularly monitors all funder deadlines, guidelines, and program priorities, and helps to monitor agency progress on grant objectives; researches prospective funders. Works with executive director in strategizing fund development, both overall for the year and in approach to specific proposals, reports, and stewardship; assists ED in communication with current and prospective funders.

This position works most closely with the executive director and secondarily with the finance manager, deputy director, and other program staff as needed to acquire information. This is a hands-on position, with some administrative and research support available.

Job Responsibilities:

- Responsible for knowing and monitoring all current grant proposal and grant reporting deadlines and coordinating staff efforts to ensure deadlines are met
- Prepares all grant reports: discusses strategic issues with executive and deputy directors, collects agency performance data from staff, works with the finance manager to ensure financial reports are accurate and meet the reporting requirements
- With executive director, develops, edits, and proofs letters of inquiry and grant proposals; develops and assembles all attachments
- Monitors current funders for changes in guidelines, strategic or program priorities; ensures proposals and reports reflect same
- Researches potential funders and maintains current files on them including program priorities, guidelines, grantees, board/staff, deadlines
- With executive director, analyzes fit between potential donors and EdSource projects/mission
- With executive director and finance manager, reviews budgets and revenue plans at start of fiscal year to determine fundraising goal and as part of strategic fund development planning going forward
- Reviews budget and revenue planner revisions to make sure fundraising plan remains on target
- Works closely with executive director to improve funder stewardship and cultivation, communication with current and potential funders
- Participates with executive director and program staff in meetings with funders as appropriate or needed
- Leads grant launch meetings with appropriate program and outreach staff on all new grants, monitors agency progress on grants
- Prepares funder acknowledgements on website, in newsletter, and on publications; maintains current year grants binder for staff reference
- Participates in professional development, monitors trends in philanthropic community to share with executive director for strategic fund development planning

Qualifications and Capabilities:

Required:

- B.A. degree in liberal arts, business, or other field that requires extensive writing
- Excellent writing skills including: the ability to organize and structure short Letters of Inquiry as well as long grant proposals and reports; write with clarity and perfect grammar; edit as needed; proofread for typos, grammar, misspellings; double check grant text against grant requirements
- Experience in and knowledge of: LOI, grant proposal, and report preparation; prospective funder research; funder stewardship and cultivation; developing proposal narratives and budgets
- Strong interpersonal communication skills
- Ability to think analytically and with great attention to detail
- Able to self-start, prioritize work, meet deadlines
- Comfortable working independently, as well as part of team

The most competitive candidates will also have:

- Some familiarity with or exposure to California's K–16 education issues
- Familiarity with state and national foundations that fund in the areas of K–12 policy and school improvement, high school reform and transitions to postsecondary, and related topics.

Hours and Compensation:

- Compensation will be competitive for this type of position and is negotiable dependent upon strength of qualifications, previous experience, and familiarity with K–16 issues and funders.
- This is a part-time, regular, non-exempt position at 25–30 hours a week, but full-time employment will be considered. Hours can be negotiated but must be in our office in Mountain View. The ideal candidate will have flexibility to work more hours during peak grant writing and reporting periods. Compensation for part-time employment will include an hourly rate and the provision of paid time off, medical, and other benefits, pro-rated to the annual hours worked. Full-time employees are salaried.

Applications will be reviewed on a rolling basis. The position is open until filled. We request a letter of interest and a résumé detailing your grants management and writing experience. Please e-mail your materials to [edsourc@edsourc.org](mailto:edsourc@edsourc.org) or send by fax to 650/917-9482. If you have questions, you may call EdSource at 650/917-9481.

Coaching Corps Regional Coordinator  
Job Description

Team-Up for Youth is seeking a Coaching Corps Regional Coordinator to help expand high-quality after school sports programs for underserved young people in the Bay Area.

Background

Team-Up for Youth is an Oakland-based nonprofit that funds and strengthens the quality of youth sports programs in the Bay Area. Team-Up for Youth is committed to realizing the potential of sports to make a lasting difference in the lives of young people in low-income communities. We support community-based organizations with grantmaking, public policy efforts, training and volunteer coaches, technical assistance, and other resources. We have a special interest in promoting sports opportunities for girls. We also see after-school sports programs as a preventive strategy against childhood obesity. Team-Up for Youth created the Coaching Corps program in partnership with local colleges to recruit and train students to serve as volunteer coaches with nearby after school sports programs.

General Description

This is a new position to help us expand our popular program to San Francisco, San Mateo and Santa Clara counties. The Coaching Corps Regional Coordinator will join our highly collegial and effective organization to help expand high-quality, after school sports programs for underserved youth in our local communities. The primary responsibility of this person is to assist the Coaching Corps Director in expanding the program while focusing on local colleges/universities (San Francisco State University, University of San Francisco, San Jose State University, Santa Clara University, and Stanford).

Responsibilities

### Recruitment (35%)

- Maintain relationships with college partners to facilitate coach recruitment and academic credit on each campus
- Supervise and assist campus representatives to develop and implement a recruitment plan for each college campus
- Represent Team-Up for Youth in college recruitment events such as career fairs, panels, and info sessions
- Identify community resources and conduct general community outreach to recruit a diverse group of coaches (non-college students)
- Interview and screen coaches
- Match coaches with community-based organizations (CBOs)
- Research and recruit new CBO partners in San Francisco and South Bay
- Support Coaching Corps Director in CBO selection process including screening, meetings and site visits

### Creating Supportive Relationships (35%)

- Nurture relationships with coaches and CBO partners, maintaining regular communication, conducting site visits, and supporting their training needs
- Maintain relationships with college partners to coordinate events such as College Sports Day
- Manage and maintain monthly e-newsletter with coaches and CBO partners
- Monitor coaches' fulfillment of academic course credit and other program requirements
- Lead and facilitate coach orientation and coordinate training logistics
- Participate in CBO supervisor training
- Serve as a liaison between coaches, CBO partners, college partners, and Team-Up while maintaining regular communication with all parties
- Supervise, train, and facilitate meetings with campus representatives on recruitment, coach support, and problem-solving
- Provide Coaching Corps Director with monthly reports on the status of the program, including relationships between coaches, CBO partners, and college partners

### Retention (20%)

- Provide coaches, CBO partners and college partners with on-going feedback and program updates
- Coordinate program events such as Coach Appreciation Reception and College Sports Day
- Collect program evaluation data from coaches, CBO partners, and college partners

### Internal Agency Collaboration (10%)

- Work with Program Associate on coach database, training logistics, and program evaluation data collection and analysis
- Collaborate with Training and Education Department during training sessions
- Meet with Communications Department to keep web page and Coaches Center up-to-date
- Support Coaching Corps Director in conducting program reflections, evaluation, and making recommendations
- Participate in all-agency strategic thinking and implementation
- Perform other related duties as assigned by the Coaching Corps Director

### Qualifications/Preferences

- Experience in supervision and management of volunteers and interns;

- Experience in project management and managing multiple tasks with attention to detail;
- Ability to establish and maintain cooperative relations with college students, community partners, and college administrators;
- Ability to effectively communicate, motivate, and advise college students and community volunteers;
- Flexibility and excellent problem-solving skills;
- Ability and willingness to work occasional evenings and weekends; on-site and off-site;
- Owns a reliable car and can travel within multiple Bay Area counties to meet with community-based organizations, colleges/universities, and coaches;
- Excellent communication skills, including correspondence, report writing and oral presentations, to relate to diverse groups;
- A motivated self-starter who works well under pressure and is highly organized;
- Team player; someone who has a collaborative work style and supports colleagues;
- High proficiency in Microsoft Word, Excel, Outlook, and Power Point;
- Experience working with youth;
- Athletic experience, such as coaching or playing on a team;
- Experience working in the non-profit sector and/or higher education;
- A Bachelor's Degree;
- People of color and Spanish speaking candidates are strongly encouraged to apply.

#### Salary

Depending on experience, Team-Up for Youth offers highly competitive salaries and benefits.

#### How to Apply

Please send cover letter and resume to [jobs@teamupforyouth.org](mailto:jobs@teamupforyouth.org) with "Coaching Corps Regional Coordinator" in the subject heading or by fax, "Attention Personnel," at (510) 663-2686.

*At Team-Up, we're proud of our family-friendly, healthy, and engaging work environment. Team-Up for Youth is an equal opportunity employer that values the diversity of our staff and constituents. Minority candidates are strongly encouraged to apply. Visit [www.teamupforyouth.org](http://www.teamupforyouth.org).*

#### San Francisco Local Program Coordinator Job Description

City Hall Fellows ([www.cityhallfellows.org](http://www.cityhallfellows.org)) is a national non-partisan nonprofit dedicated to developing the next generation of civic leaders for America's cities. Through a 12-month post-college fellowship program, City Hall Fellows offers America's best and brightest recent college graduates an unparalleled opportunity to experience local government from the inside out and to learn how to be effective civic leaders.

The City Hall Fellows San Francisco Local Program Coordinator manages, coordinates and implements all aspects of the City Hall Fellows fellowship program for the Fellows located in San Francisco. The Program Coordinator functions as the manager of the San Francisco fellowship program with authority for running all day-to-day aspects of that program.

The Program Coordinator reports directly to the Los Angeles-based Executive Director, and is part of the senior management team of the organization. The Local Program Coordinator has four primary areas of responsibility:

- (1) Serve as City Hall Fellows' primary representative in the host City:
  - Develop and maintain relationships with City officials and staff;
  - Develop and maintain relationships with local college and university faculty and career centers;
  - Develop and maintain relationships with local non-profits and community groups;
  - Develop and maintain relationships with Local Advisory Board members;

Develop and maintain relationships with local foundations, philanthropists and corporations  
(2) Coordinate and implement the Civic Leadership Development Program:  
Organize and implement the Civic Leadership Development Program for the San Francisco cohort, including planning each session, coordinating all logistics for each session and interfacing with faculty and speakers;

Moderate Civic Leadership Development Program sessions and discussions  
(3) Recruit, coordinate logistics for, and mentor Fellows and program applicants:  
Organize and implement the annual state capital trip;  
Coordinate logistics for the San Francisco Fellows' Washington, D.C. trip;  
Interface with the City and County of San Francisco regarding the fellowship application process, fellowship work Placements and Fellows' work performance;  
Oversee program evaluation activities;  
Mentor Fellows and assist Fellows with their transitions into and out of the fellowship program;  
Recruit applicants from colleges and universities in the greater San Francisco Bay area;

Manage the fellowship application review and interview process for applicants to San Francisco  
(4) Fundraising:  
Participate in and help manage City Hall Fellows' fundraising efforts within San Francisco

#### Qualifications / Pre-Requisites

Bachelor's degree required. Master's degree in public administration, business, non-profit management, education or another relevant degree preferred.

Minimum 5 years experience working in San Francisco, either within the government, at a non-profit or in higher education.

Self-starting, creative, entrepreneurial, high-energy, extremely organized, attentive to detail.  
Ability to work independently and maintain high level of productivity without traditional office environment required.

Excellent interpersonal, communication and presentation skills required, particularly the ability to relate well to a variety of constituencies, including government officials, community leaders, senior business executives, college students, recent college graduates and university faculty and career officers.

Good judgment, tact and discretion in dealing with sensitive and confidential material.

Experience with donor/sponsor management and Board relations a plus.

Ability to work with standard office software and Internet applications.

#### Position Details

This position is paid a fixed salary, and is designed to demand 75% of the hours of a full-time position. The Program Coordinator will enjoy a flexible work schedule dictated by his or her responsibilities so long as he or she is adequately performing all duties. However, the Program Coordinator must attend every day of the Fellows' orientation program, all Civic Leadership Development Program activities, the state capital trip and the Washington, D.C. trip. The Program Coordinator must also be available during non-standard business hours, as requested, for meetings with City Hall Fellows executives, City officials and Local Advisory Board members and to attend fundraising events.

Salary from \$55,000, depending on experience. Benefits negotiable.

To apply, please send your resume and a cover letter explaining your interest and qualifications to [apply@cityhallfellows.org](mailto:apply@cityhallfellows.org), attn: Bethany Rubin Henderson. Please identify this position in the subject line of your email.

Company: Mother Jones

Job Title: Associate Director of Development

Description: Award-winning Mother Jones magazine and MotherJones.com were created by the non-profit Foundation for National Progress (FNP) to investigate the important social and political issues of our times and to bring uncompromising reporting to a broad national audience. We are dramatically expanding to produce more smart, no-sacred-cows journalism and are seeking a skilled communications chief to help us increase our reach and influence.

Position: Associate Director of Development, full-time, exempt  
Supervisor: Vice President, Strategy & Development

The Associate Director of Development manages and coordinates creative production, budgets, and vendor relationships for all direct response fundraising efforts, including direct mail, online, and telephone fundraising. S/he will assist the VP, Strategy and Development in expanding foundation grant solicitations. The Associate Director of Development will also participate in other development marketing efforts including annual report, newsletter, and other similar materials.

Major Responsibilities:

- Manage working relationships with fundraising consultants and vendors;
- Manage direct response fundraising program including direct mail and telephone fundraising programs, including, but not limited to, design and creation, expense management, result analysis and assessment, and production and vendor/consultant relations;
- Participate with other staff in design and implementation of online fundraising program;
- Under the direction of the VP, Strategy & Development, participate in the FNP's solicitation program to corporations and foundations, specifically in preparation of foundation grant proposals in accordance with the funder's giving policies, guidelines, and criteria;
- Manage development marketing effort including annual report, newsletter, house advertisements, etc.;
- Participate in integration of direct response and high dollar major gifts/foundation fundraising with other members of the development department;
- Under the direction of the VP, Strategy & Development, participate in efforts to coordinate fundraising and magazine circulation direct response efforts;
- Other duties as assigned by supervisor.

Qualifications:

- 2+ years development experience – evidence of increasing responsibility and experience with direct response fundraising programs, including direct creative duties, project management, and with vendor/consultant management;
- Demonstrated ability to write compelling promotional and fundraising communications;
- B.A. preferred;
- Ability to multi-task and handle stress with calmness, good humor, & professional demeanor;
- Team player with excellent communication skills, flexibility, and problem solving skills;
- Demonstrated experience in foundation grant writing a plus;
- Good knowledge of and comfort level with internet and Microsoft Office applications; experience with online research and use of Raisers Edge database a plus;
- Experience in magazine circulation direct response a plus.

Absolutely no calls. To apply, send a resume and cover letter to: Emma Logan via [jobs@motherjones.com](mailto:jobs@motherjones.com) with "Assoc Dev Dir" in the subject line.

SEIU United Healthcare Workers West  
POLITICAL FIELD ORGANIZER

Position Summary:

The Political Field Organizer will act as the lead staff person responsible for coordinating the Union's legislative, electoral, and community relations activities within a defined geographic area.

Within his or her geographic jurisdiction, the Political Field Organizer's responsibilities will include but will not be limited to:

Essential Job Functions:

- 1- Acts as the primary day-to-day contact between the Union and municipal, county, state, and federal elected officials and staff.
- 2- Acts as the primary day-to-day contact between the Union and Central Labor Council staff leaders to coordinate the Union's involvement in the legislative, electoral, and solidarity programs of the broader labor movement.
- 3-Organizes the grassroots lobbying efforts of other staff and rank-and-file leaders.
- 4-Monitors municipal and county politics and policy issues and develops strategic options for Union action.
- 5-Participates in ongoing community coalitions around health care, workers' rights, senior and disability services, and other matters of institutional interest to the Union.
- 6-Organizes ad-hoc coalitions and various forms of community action in support of the Union's organizing and bargaining efforts.
- 7-Works with field representatives and rank-and-file leaders to establish regional Political Action Committees responsible for conducting endorsement interviews, making advisory recommendations to the Union's Executive Board, and carrying out ongoing political field work in support of the union's organizing and bargaining goals.

Qualifications:

- 1-Excellent written and verbal communication skills.
- 2-Ability to relate successfully to individuals of all races, nationalities, religions, genders, sexual orientations, income levels, educational backgrounds, and occupational groups.
- 3-A successful record of prior experience in developing and executing successful campaigns in one or more of the following areas: grassroots lobbying, electoral field work, community coalition building.
- 4-Able to work long hours, independently, with tight timelines.
- 5-Prior union organizing experience and a basic knowledge of health care policy and public finance are preferred, but not required.

Interested potential applicants should contact Andy Reid at [areid@seiu-uhw.org](mailto:areid@seiu-uhw.org)

Position open: Director of Development for the Global Footprint Network in Oakland, California. Global Footprint Network is an entrepreneurial nonprofit dedicated to addressing humanity's global environmental impact and making one-planet living a feasible way of life. Global Footprint Network is dedicated to advancing the scientific rigor and practical application of the Ecological Footprint, a tool that has emerged as the world's premier measure of human demand on nature and the Earth's ability to meet this demand.

Since its inception in 2003, Global Footprint Network has made significant progress toward its goals.

- Currently 22 countries that are likely to be the early adopters of the Ecological Footprint, including Australia, Brazil, Canada, China, Finland, France, Germany, Italy, Mexico, Russia, South Africa, Switzerland, and the United Kingdom are working with Global Footprint Network.
- Over 70 organizations, spanning six continents, have become formal Global Footprint Network partners.
- Many of the world's largest NGOs, governments, and businesses are using the Ecological Footprint to accelerate global sustainability.

- Leading scientists and politicians are supporting and endorsing Global Footprint Network's work.

As a result of these achievements, Global Footprint Network won the 2007 [Skoll Award for Social Entrepreneurship](#), and 2007 revenues exceeded \$2,000,000.

For more information, please visit <http://www.footprintnetwork.org>.

## POSITION OVERVIEW

The Director of Development will lead the growth and aggressive expansion of Global Footprint Networks' fundraising programs. The Director of Development will move the organization to the next level of visibility and success within the foundation and philanthropic communities. A critical aspect of the job is to seek out new opportunities for funding and to bring innovative ideas forward for consideration by the Executive Director and Board.

## ESSENTIAL DUTIES AND RESPONSIBILITIES

- Lead Global Footprint Network staff in meeting or exceeding fundraising goals of \$1,200,000 for 2008 and \$1,600,000 for 2009.
- Refine, enhance, and execute the existing fundraising plan.
- Work with the Executive Director and development team to launch a new major donor program, and grow the individual donor program, and the multi-year foundation fundraising campaign.
- Assist the Managing Director and Executive Director in formalizing the fundraising activities of the Board.
- Involve, train, supervise, and support program staff in writing grant proposals that tie to the strategic direction of the organization and assist staff with managing the fulfillment of activities outlined in grant applications.
- Work with Executive Director and Board Members to recruit, cultivate, and maintain relations with donors and prospective donors.
- Work with Executive Director and staff to increase the number, consistency and size of gifts, sponsorships, and grants.
- Research, analyze, and prioritize new sources of funding and revenue from foundations, businesses, individuals, and philanthropic networks.
- Initiate contact and manage relationships with donors and foundation grant officers.
- Oversee the submission of grant applications, reports, progress updates, letters of inquiry, etc.
- Oversee and manage the production of two annual direct mail donor appeals.
- Oversee the acknowledgment of all gifts.
- Conceive, coordinate, produce, and manage follow-up activities from fundraising events.
- Oversee the management and maintenance of Global Footprint Networks' fundraising database.
- Work with program staff to identify and apply for awards.
- Fundraise for international expansion and lead staff abroad in fundraising efforts.

## REQUIRED QUALIFICATIONS

- \* Demonstrated success in raising significant gifts from institutions and individual donors
- \* Experience with and desire to work in an entrepreneurial environment

- \* Demonstrated mastery of a wide range of fundraising techniques
- \* Superior written and oral communications, interpersonal and presentation skills
- \* Demonstrated ability to manage staff and meet deadlines
- \* Computer proficiency and experience using fundraising databases
- \* Good understanding of sustainability and global resource issues
- \* Enthusiasm for Global Footprint's mission
- \* Willingness to travel
- \* College degree
- \* Experience with fundraising from international sources and in partnership with academic institutions is beneficial

For a full description, please go to my website at [www.pamelacook.com](http://www.pamelacook.com). Thanks for your help.

Pam

Pamela A. Cook, ACFRE  
 27 Minor Court, San Rafael, CA 94903  
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1805 Performance Analyst II  
 Recruitment #REG-1805-054703

Department:	Controller
Analyst:	Mirna Palma
Date Opened:	4/18/2008 8:00:00 AM
Filing Deadline:	Continuous
Salary:	\$75,660.00 - \$91,962.00/year
Job Type:	Permanent_Reg
Employment Type:	Full-Time

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**INTRODUCTION**

**Office of the Controller**



This is an Employment Register Announcement. Applications will be accepted on a continuous basis but the announcement may close at any time. Completing the

Supplemental Questionnaire is required. The names of candidates who meet the required education and experience standards will be placed on an employment register for one year. Candidates not selected during this one year period may request that their eligibility be extended or reapply when their name is removed from the register.

Position Description:

Under general supervision, conducts all aspects of project design and implementation to carry out program evaluations, performance management, and technical assistance to study, analyze and review policies, management and operations of governmental agencies, vendors, contractors, and other parties that do business with the City and County of San Francisco; and related research and duties as assigned. This position may lead portions of a project, supervise staff in day-to-day conduct of project work, provide on-the-job training, and evaluate staff performance on projects. All positions are in the Controller's Office only.

As a team member the Performance Analyst II conducts/participates in complex job duties which include but are not limited to:

- Developing detailed project plans, including scope and objectives, time budgets, and milestone dates.
- Collecting, analyzing, testing, and documenting information (e.g., databases, procedures, operating methods) as it relates to project objectives.
- Researching best practices, legal mandates and other background information, while determining needs of key stakeholders and identifying potential sources of data under general supervision.
- Interviewing departmental staff to obtain relevant information.
- Conducting project status meetings with department management to inform them of project results.
- Maintaining ongoing communication with project manager/director and clients regarding project progress and problems.
- Developing project findings and recommendations that are fully supported by analysis.
- Preparing and reviewing written reports that effectively communicate project results.
- Preparing and presenting project results at public hearings and to a variety of audiences.
- Writing of procedures, manuals or other instructive materials.
- Developing scope of work for and monitoring consultant contracts.
- Reviewing team members work for completeness, technical accuracy, organization, content, tone, and grammatical accuracy.
- Providing input into annual work plan to identify client needs and project priorities.
- Performing project follow-up activities.

Individually, the Performance Analyst II participates in:

- Supervising, training, and evaluating Performance Analyst I and clerical/administrative support staff; managing staff performance. Encouraging team members to challenge themselves and actively contribute to team effort. Providing input to performance evaluations of team members.
- Maintaining the appropriate level of confidentiality and sensitivity.
- Recommending/developing operational changes for the City Services Auditor division.

- Performing related duties and responsibilities as assigned.

#### Minimum Qualifications :

1. Possession of a baccalaureate degree from an accredited college or university in business or public administration, accounting, finance, statistics, the social sciences, English, or a related field; AND
2. Two (2) years of experience performing complex policy analysis, project management, public administration, or consulting.

Substitution: A master's degree in business or public administration, accounting, finance, statistics, or a related field may be substituted for one (1) year of the required experience.

#### How to Apply:

Applications for this register will be received on a continuous basis. Applications must be filed through the online process (see instructions below). Computer kiosks are located in the lobby of the Department of Human Resources, 44 Gough Street, San Francisco, for use by the public to file a City job application (if no other internet link is accessible). The hours of operation are from 8:00 a.m. to 5:00 p.m. Monday through Friday.

- Visit <http://www.jobaps.com/sf/sup/images/default.asp> to begin the application process
- Click and select REG-1805-054703
- Click on "Apply", read the instructions and "agree to the terms of use"
- Click on "I am a New User" if you have not previously registered, or on "I have Registered Previously"
- Follow the instructions given on the screen

If you have any questions regarding this register or application process, please contact the exam analysts Mirna Palma at (415) 554-7530, email: [mirna.palma@sfgov.org](mailto:mirna.palma@sfgov.org) or Vicente Centeno at (415) 554-7506, email: [vicente.centeno@sfgov.org](mailto:vicente.centeno@sfgov.org)

#### Verification of Experience:

Verification of education will be required if invited to a selection process. Verification of experience may be required at a later date. City employees will receive credit for the duties of the class to which appointed. Credit for experience obtained outside the employee's class will be allowed only if recorded in accordance with the provisions of Civil Service Commission Rules. Employees of the City and County of San Francisco may submit performance evaluations showing duties performed to verify qualifying City experience. When requested, a copy of a diploma showing major or transcript showing coursework must be submitted to verify the education requirement. When requested, verification of qualifying experience must be documented on the employer's business letterhead and must include the name of the applicant, job title(s), dates of employment, description of job duties performed, and signature of the employer or the employer's authorized representative. Failure to provide the required verification when requested may result in rejection of application and/or

removal from eligibility for referral and appointment in this class. Verification may be waived if impossible to obtain. The applicant must submit a signed statement explaining why verification cannot be obtained. Waiver requests will be considered on a case-by-case basis.

Selection Procedures:

Information provided by the candidate in the Job Application and Supplemental Questionnaire will be assessed to determine his/her education, training and experience as they relate to job-related knowledge, skills and abilities, which may include knowledge of government procedures, comprehension and application ability, skill in computerized financial systems, written and oral communication skills, and interpersonal skills. All candidates who meet the required education and experience standards will be ranked and placed on the employment register for referral to the hiring Division. The Referral Rule for this register will be Rule of the List. The Controller's Office will conduct further selection processes to make final hiring decisions. Applicants selected for hire will be placed on an eligible list for permanent appointment to that Division.

The eligibility period on the register for successful candidates will be twelve (12) months. Candidates on the employment register may reapply when their period of eligibility has expired. Qualified applicants who choose to reapply after their period of eligibility has expired may request retention of their previous score and rank from the employment register in lieu of filing a new application and supplemental questionnaire.

Notes:

1. Important Employment Information for the City and County of San Francisco can be obtained at [http://www.sfgov.org/site/sfdhr\\_page.asp?id=46205](http://www.sfgov.org/site/sfdhr_page.asp?id=46205). Copies of this information can also be obtained at 44 Gough Street, San Francisco, CA. The Important Employment Information is a part of this announcement.
2. Applicants with disabilities requiring reasonable accommodation for this selection process MUST contact the examination analyst by telephone at (415) 554-7530, or e-mail at [mirna.palma@sfgov.org](mailto:mirna.palma@sfgov.org), or if hearing impaired, at (415) 554-6138 (TDD), or in writing to Controller's Office, Room 488, City Hall, San Francisco, CA 94102, as soon as possible.
3. In compliance with the Immigration Reform and Control Act of 1986, all persons entering City and County employment will be required to prove their identity and authorization to work in the United States.
4. Applicants are advised to keep copies of all documents submitted. Submitted documents become a permanent part of the exam record and will not be returned. The hiring Division may require applicants to present additional documents at the time of appointment.

MINORITIES, WOMEN AND PERSONS WITH DISABILITIES ARE ENCOURAGED TO APPLY

An Equal Opportunity Employer

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Stone & Youngberg LLC

Public Finance Department

Title: Analyst/Associate, Public Finance Investment Banking

Position Overview: Assist in the development and analysis of infrastructure financing programs for a wide range of local and regional public agencies and non-profit entities on the West Coast. Provide analytical and transaction support for bankers in their local office. Responsibilities include financial modeling, proposal and presentation writing, and credit analysis. The work will also involve interaction and coordination with the firm's underwriting desk, research department, and sales and trading professionals.

Ideal Candidate: Our ideal candidate should possess excellent financial modeling, communication and project management skills and have a demonstrated capacity to work independently. An undergraduate degree with coursework, fieldwork or other experience in financial analysis and capital markets is highly desired. Experience with community development, project finance and public policy is a plus. A strong facility with excel and a working knowledge of DBC Finance software is helpful.

Stone & Youngberg: Stone & Youngberg is a privately held California based investment bank founded in 1931. The firm is a market leader in the origination and distribution of fixed income securities for local and regional infrastructure projects. Our investment banking clients include state, regional and local agencies funding capital infrastructure in the western U.S. The firm also sells a range of taxable and tax-exempt fixed income securities to individual and institutional investors. Stone & Youngberg is headquartered in San Francisco and has additional banking offices in Los Angeles, San Diego, Phoenix, New York, and Annapolis. The firm currently employs approximately 210 personnel. For further information see [www.syllic.com](http://www.syllic.com).

Stone & Youngberg LLC is an equal opportunity employer. Member NASD/SIPC. Positions will be in our San Francisco and Los Angeles offices.

Salary: TBD

Please email resume and cover letter to Cherie Larson at [clarson@syllic.com](mailto:clarson@syllic.com) or fax to 415-445-2650.

EXECUTIVE DIRECTOR, CITIZEN SCHOOLS CALIFORNIA

The Executive Director, Citizen Schools California will assume leadership for Citizen Schools operations in the state of California and will join a dynamic organization dedicated to high quality after-school programming, powerful educational outcomes and significant expansion. The Executive Director will enter Citizen Schools at an exciting time as we build upon success in six existing sites to expand further in the Bay Area and formulate plans to expand into Southern California. Under the direction of the Executive Director of the National Network, the Executive Director for California will oversee Citizen Schools programs in California; cultivate state and local funds for California-based growth; supervise the state office team; manage relationships with key constituents at six existing Citizen Schools campuses in Northern California and cultivate new relationships in expansion cities; build state partnerships to source staff and volunteers; champion the Citizen Schools brand; and deepen Citizen Schools' impact on local and state-wide policy. All efforts will happen in coordination with Citizen Schools headquarters in Boston, MA.

Citizen Schools currently operates six programs in San Mateo and Santa Clara Counties, including two in Redwood City, two in Daly City, one Campbell and one in San Jose. In 2008, Citizen Schools is expanding to Oakland. Four years from now, Citizen Schools plans to operate approximately 15 schools across the state of CA. The ideal candidate has practical leadership and fundraising experience, entrepreneurial zeal, familiarity with the California non-profit, policy and after-school and/or education landscapes, and a deep commitment to youth and community development. This is a full time role reporting to the Executive Director of the National Network. This position will be based in Redwood City and occasional travel to Boston is required as well as frequent in-state travel.

Responsibilities Include:

Vision and Strategy

- Lead development and execution of an ambitious growth strategy for CA
- Articulate the ways in which Citizen Schools, with partners, can help close the achievement gap in CA
- Research, cultivate and launch new sites and secure related partners - i.e., schools, school districts, funders, community-based organizations
- Deepen local and regional philanthropic, political, corporate and educational contacts to serve as Citizen Schools champions and partners in resource cultivation (financial and volunteer)

Partnership Development: Public Policy, Fundraising, and Brand Building

- Raise funds through major gifts and public funds in order to sustain growth from 6 to 15 sites over five years, in partnership with Citizen Schools' national headquarters (the California state budget for this year \$1.2M and is projected to grow to approximately \$3.5M by 2010)
- Cultivate the partnerships needed for success in program, policy, fundraising and staff and volunteer pipelines
- Engage partners and media in active dialogue about out-of-school time in CA; serve as spokesperson for Citizen Schools
- Inform and advance organizational public policy initiatives

Organizational and Program Leadership

- Champion the California programs' accountability to Citizen Schools' quality standards, as expressed in our quality rubric and Balanced Score Card, and as measured by an ongoing longitudinal study
- Assist the CA State Program Director in the delivery of essential support and technical assistance to the site Campus Directors
- Facilitate interaction among state-based programs to share best practices; initiatives include regional meetings/trainings and state team building events

- Serve as a thought partner to Citizen Schools' executive team and state Executive Director peers; and collaborate with headquarters staff on key national initiatives

Qualifications:

*All candidates should have demonstrated leadership skills, a passion for education and community, and effective collaboration skills. Other qualifications include:*

- Seven or more years of work experience, and at least two years of management and fundraising experience, preferably in an executive role
- Entrepreneurial self-starter; capable of self-managing in a complex environment with multiple stakeholders
- Knowledge of the region and well-developed professional network
- Understanding of education sector locally and throughout the state of California
- Proven fundraising and/or sales experience
- Experience developing and advocating for public policy affecting children, youth and families
- Experience with non-profit organizations, management, program operations, and boards
- Familiarity with Citizen Schools program and/or experience in an education environment preferred
- Ability to interact at all levels of an organization and with all constituents and stakeholders
- Excellent presentation, verbal and written communication skills
- Strong organizational and logistics skills
- Demonstrated commitment to diversity
- Ability to model Citizen Schools' core values: *Pride, Joy, Respect, Courage, Teamwork, Perseverance, and Vision*
- Minimum of Bachelors degree from accredited institution; relevant advanced degree preferred

Compensation and Benefits:

Starting annual salary will be commensurate with experience. Full benefits include health care, 403B, three weeks vacation, and professional development.

Next Steps:

Citizen Schools has engaged Koya Consulting, an executive search firm, to fill this position. Please send cover letter and resume via e-mail to Katie Bouton at [executivesearch@koyaconsulting.com](mailto:executivesearch@koyaconsulting.com). For more information on Citizen Schools, visit our website at [www.citizenschools.org](http://www.citizenschools.org). Candidates will be reviewed on an on-going basis.

*Citizen Schools is an equal opportunity employer and does not discriminate on the basis of sex, race, color, religion, sexual orientation, national origin, cultural heritage, ancestry, political belief, age, marital status, pregnancy, physical or mental disability or veteran status.*

About Citizen Schools

Citizen Schools is a leading national education initiative that uniquely mobilizes hundreds of staff and thousands of adult volunteers to help improve student achievement by teaching skill-building apprenticeships after school. Citizen Schools has been recognized as a national model program by the U.S.

## Campaign Manager

Basic Rights Montgomery, the campaign to defeat the initiative repeal of a transgender non-discrimination law in Montgomery County, Maryland, seeks a campaign manager to oversee all aspects of the ballot measure campaign.

### Job Overview

The initiative marks the first time ever that a transgender-specific issue will be on the ballot in the U.S. Montgomery County, MD is one of the more liberal jurisdictions in the nation, but defeating this measure will require hard work. A well-organized opposition has launched an active campaign to play to voters' fears and stereotypes of transgender people. A winning campaign must be able to overcome these stereotypes and communicate persuasively with Montgomery County voters on a large scale.

### Job Duties

The campaign manager will be responsible for managing all aspects of the campaign, including:

#### Fundraising

- Developing the fundraising plan.
- Recruiting and training finance committees to raise a significant portion of the campaign budget.
- Mounting a county-wide house party program to raise money, identify supporters, and recruit volunteers.
- Creating systems for donor tracking and follow-up.
- Building lists of donor prospects through individual meetings with a variety of campaign and community stakeholders.
- Hiring appropriate staff to support the implementation of the fundraising plan.

#### Message development and dissemination

- Working with various message consultants to develop effective polling and focus groups.
- Creating effective campaign talking points and training all staff, steering committee members, and campaign stakeholders on message discipline.
- Targeting base and swing voter universes for appropriate campaign communications.
- Hiring and managing direct mail and paid media consultants.
- Creating mini-campaigns to gain and publicize high-level campaign endorsements.

#### Campaign Structure Creation

- Writing the overall campaign plan and budget.
- Training campaign super volunteers to help implement the plan.
- Producing regular campaign financing reports to the Maryland Secretary of State and other parties where needed.

## Field

- Developing an early field plan to launch door-to-door and phone voter canvassing before field staff are hired.
- Recruiting and training early volunteers to campaign with to engage in voter i.d. and persuasion conversations with voters at the door and over the phone.
- Hire appropriate field staff to implement the latter phases of the field plan.

## Qualifications

Qualified candidates will have experience managing electoral campaigns; initiative or referenda campaign experience is preferable. Demonstrated capacity to train finance committees and other volunteers to raise money is a strong plus, as much of the campaign budget will be raised by local leaders. Candidates should also be highly-motivated self-starters that are able to motivate a diverse team to work long hours under high-pressure situations. Serious applicants must have an understanding of and familiarity with transgender people and gender identity issues, and be able to speak to the challenges transgender people face around discrimination.

The campaign manager will report to the Chair of Basic Rights Montgomery and the team of leaders from allied LGBT organizations that are providing support to the campaign.

To apply, please send cover letter, resume and references to [info@basicrightsmontgomery.org](mailto:info@basicrightsmontgomery.org), with "Campaign Manager Search" in the subject line.

## Background

Basic Rights Montgomery is a broad-based coalition of community leaders and organizations formed in response to the efforts to repeal Montgomery County's recently passed transgender anti-discrimination law. The law bans discrimination on the basis of gender identity in housing, employment, public accommodations, and taxi and cable service. The measure, passed unanimously by the Montgomery County Council late last year, was to have taken effect on February 21, but was put on hold when signature gatherers potentially reached the number needed to place a repeal on November's ballot.

Montgomery County is one of the most diverse counties in the country and is a bright example of how Marylanders of different races, religions, ages, socioeconomic status, sexual orientation and gender identity can get along and work together to create a welcoming community where every person has a fair shake for basic rights like putting a roof over their head and finding a job that supports them and their family. Over 100 jurisdictions around the country have anti-discrimination laws that include transgender people, including the nearby cities of Baltimore, MD and Washington, DC.