

**SCOPE** STRATEGIC  
COMMUNITY  
AGENDA

# EXECUTIVE RECRUITMENT FOR CO-EXECUTIVE DIRECTOR



## MISSION

Strategic Concepts in Organizing and Policy Education (SCOPE) builds grassroots power to create social and economic justice for low-income, immigrant, woman, femme, black, and brown communities in Los Angeles. To do this, SCOPE organizes communities, develops leaders, collaborates through strategic alliances, builds capacity through training programs, and educates South L.A.'s residents to have an active role in shaping policies that affect the quality of life in our region. SCOPE's core values are: **Justice, respect, responsibility, integrity, and voice.**

## HISTORY

Thirty years ago, Los Angeles erupted into violence hours after police officers were acquitted of brutally beating Rodney King, an event that was captured on video and spread across media outlets. The image of the assault, as well as a city on fire, caught the world's attention. But the tragic moment didn't tell the world about the decades that preceded it—decades of disinvestment and neglect—which left South LA's families feeling powerless, without a voice in government or much hope for the future.

Action for Grassroots Empowerment and Neighborhood Development Alternatives (AGENDA) emerged as a vehicle for rethinking the very concept of community organizing from the ground up. With a history of solving problems in South LA—from health inequities to lack of economic opportunities—AGENDA's founders were guided by the following principles: The terms of the debate around social justice had to be reframed, with those locked out of decision-making now sitting at the head of the table. And the project for change had to appeal to a wide range of people with different single-issue agendas so that the community could pool its power.

As AGENDA began to partner with other community groups, it continually broadened, first into the Los Angeles Metropolitan Alliance, and eventually SCOPE. With an even wider regional focus, SCOPE aimed to attack the root causes of injustice by creating opportunities for low-income people of color to act as leaders who push for real change. Almost thirty years later, that vision is still reflected in SCOPE's work.

- Membership and leadership development programs that give residents of South LA the skills to become politically active agents who shape decision-making.
- Strategic alliances with academia, labor unions, and other community organizations that allow SCOPE to leverage power and take advantage of what they have in common.
- Groundbreaking campaigns to promote proactive agendas for workforce development through policy recommendations that come from the community.
- Voter engagement strategies that create an informed constituency who participate in local elections and understand their civic rights and responsibilities.

Through this comprehensive approach to building power and strengthening the presence of working people in the political process, SCOPE has energized activists, city officials, neighbors, and students to be proactive, not reactive, and forward thinking, with one eye always focused on the causes of unemployment and poverty so that we can move toward equality, integrity, and a quality of life in South LA its residents deserve.

### **SCOPE'S NEW LEADERSHIP MODEL:**

SCOPE has announced a new leadership model that allows them to better represent all of South Los Angeles. Gloria Medina has officially been named as one of two Co-Executive Directors. This is an exciting moment for the organization.

Moving forward, SCOPE will be led by two Co-executive directors who will bring the experience, knowledge, and skills necessary to effectively work to empower Black and Brown communities in South LA.

This new model allows SCOPE to meet the growing demands of leading a complex community-centered organization. It is extremely difficult for one leader to do it all – oversee programs, manage staff, serve as a spokesperson, interface with funders, engage community members, and oversee the operational and financial health of the organization. Having two capable leaders that can collectively provide a wide range of skills and manage these key responsibilities will enable SCOPE to be a more valuable partner/resource and build capacity.

### **SOLIDARITY & BUILDING COLLECTIVE POWER OF BLACK AND BROWN FAMILIES**

#### **Our solidarity is a crucial part of our ability to make an impact in our community**

- Together, SCOPE will continue to lead grassroots efforts in South Los Angeles on voter engagement, access to health care, economic justice and more. SCOPE thrives when they communicate and engage with each others on our shared vision of a more equitable South Los Angeles for all of our families. For nearly three decades, our staff and grassroots members have been organizing and mobilizing communities to improve the quality of life in South LA by lifting our voices into a strong movement for economic and racial justice by building a powerful grassroots base.
- SCOPE has built Black and Brown power together, not through competition, but in solidarity. We acknowledge that our work isn't about any one of us, but about our mission of supporting South Los Angeles families and children. SCOPE has built a strong, dedicated base of grassroots leaders who are committed to continue the fight for equity. SCOPE believes that communities most impacted by social inequities must be at the forefront of the movement forging community-led solutions.

### **ROLES & RESPONSIBILITIES**

Gloria Medina and the new Co-Executive Director will work closely together while managing certain areas of the organization

The roles and responsibilities of each Co-Executive Director may change based on the needs of the organization at any given time, but the goal is that the leaders will work collaboratively.

The new Co-Executive Director will be directly responsible for :

- Foundation/corporate fundraising
- Research / policy / movement building /training
- Long term operations & admin (budget, audit, strategic planning, program evaluation)
- Communications

- External relations as it pertains to the new Co-Executive Director's program areas

### **SPECIFIC SHARED RESPONSIBILITIES OF THE CO-EXECUTIVE DIRECTORS:**

- Provide visionary, strategic, and creative leadership;
- Demonstrate thoughtful leadership that ensures SCOPE engages in strategies that are aligned with the vision and mission of the organization and rooted in the spirit of collective action, self-determination and shared analysis;
- Manages an array of programming and organization-wide political development so that both are deeply entrenched in the common cause of a progressive agenda;

- In conjunction with the Board Chairs, the Co-Executive Directors will oversee the strategic planning process;
- The Co-Executive Directors will be responsible for presenting an annual operating budget and work plan (consisting of an interlocking set of strategies that include base-building, organizing, policy work, strategic partnerships and alliances and other initiatives).
- Experience in and commitment for building Black & Brown institutions and advocating for Black & Brown people
- Knowledge and understanding of Black & Brown communities and the political landscape in Los Angeles.

### **ESSENTIAL KNOWLEDGE & ABILITIES**

- Excellent management skills and proven ability to lead.
- Team-oriented with the ability to work collaboratively with a strong management team, staff, and Board.
- Strategic approach to fundraising with experience in cultivating and managing philanthropic relations and cultivating private donors
- Sound judgment and initiative in decision-making and problem solving.
- Ability to be proactive, flexible and well-organized, with appropriate attention to detail and follow-through.
- Able to educate, actively listen and build consensus, sense of camaraderie and common purpose among staff.
- At least 3 to 5 years of organizational development/management experience in a nonprofit organization, preferably a social justice organization, including developing and supervising a 5+ member staff
- At least 3 to 5 years of fundraising in the nonprofit sector
- 5 years senior management experience with knowledge of work planning, staff management and development, and external relations.
- Deep understanding and/or experience of working within and with labor and social and economic justice movements
- Knowledgeable of and experienced in policy change and development at the local, state and/or federal level

### **COMPENSATION AND APPLICATION PROCESS**

SCOPE offers a competitive salary and employment benefits package appropriate to the qualifications and experience required for the position. The position is open until filled. First consideration will be given to applications received by **September 30, 2022**. To apply for this outstanding opportunity, please electronically submit your resume and a cover letter of interest to The Hawkins Company at [coed.scope@thehawkinscompany.com](mailto:coed.scope@thehawkinscompany.com) The letter of interest should outline why you are interested in joining SCOPE and your relevant accomplishments. Please provide two examples of why you would be a strong candidate and the key attributes you would bring to this position. Confidential inquiries are encouraged and should be directed to: Todd Hawkins at 213-300-9342, [todd@thehawkinscompany.com](mailto:todd@thehawkinscompany.com); Yonnine@thehawkinscompany.com, 323-252-1655; or Tisa Jones at 213-309-7984, [tisa@thehawkinscompany.com](mailto:tisa@thehawkinscompany.com).



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### **DISCLAIMER**

*This job specification is not to be construed as an exhaustive statement of duties, responsibilities, or requirements. Employees may be required to perform any other job-related instructions as requested by their supervisor.*