

SCOPE STRATEGIC
COMMUNITY
AGENDA

EXECUTIVE RECRUITMENT FOR EXECUTIVE DIRECTOR



ABOUT SCOPE

MISSION

Strategic Concepts in Organizing and Policy Education (SCOPE) builds grassroots power to create social and economic justice for low-income, immigrant, women, 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. SCOPE's Board of Directors is excited to open the search for a values-aligned Executive Director.

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. Over thirty years later, that vision is still reflected in SCOPE's work, including:

- 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.
- 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, SCOPE has strengthened the presence of working people in the political process. The organization has energized activists, city officials, neighbors, and students to be proactive and focused on the causes of unemployment and poverty, moving toward the equality and integrity South LA residents deserve.

ROLES & RESPONSIBILITIES

BASIC FUNCTION

The Executive Director is responsible for the successful planning and operations of SCOPE, a 501(c)(3) organization, and SCOPE Agenda Action Fund, a fiscally sponsored project of Tides Advocacy Fund, a 501(c)(4) organization (the "Action Fund"). Reporting directly to SCOPE's Board of Directors with great latitude and expectation for independent decision-making, the Executive Director acts as SCOPE's and the Action Fund's first point of leadership, managing the administrative, financial, program, staff, and general strategic development and direction of both the organization and the Action Fund. The Executive Director will spend time working for and may have an employment relationship with both SCOPE and the Tides Advocacy Fund, for the benefit of Action Fund.

SUMMARY OF DUTIES

- **Administration:** Execute day-to-day oversight of organizational activities and staff for SCOPE and the Action Fund. Develop priorities that ensure effective cross-departmental integration and coordination in achieving SCOPE's and the Action Fund's mission and goals. Support the coordination and operations of SCOPE's Board of Directors. The Executive Director will also coordinate with Tides Advocacy Fund on any matters related to the Action Fund.
- **Fundraising:** Responsible for maintaining and increasing SCOPE's revenue. Annual development and evaluation of a comprehensive fundraising plan. Engage in consistent and constructive communication with funders. Provide direct oversight of the fund development needs and staff, and manage grant proposals and reports. Expand private and institutional donors, membership, and earned income strategies to create new sources of revenue.
- **Financial Management:** Successfully manage SCOPE's operating budget of approximately \$3 million per year. Work with the staff and the Board in completing an annual budget and audit and ensure that the organization operates within budget guidelines. Oversee continued development of financial management systems to maintain consistent clarity and integrity of SCOPE's financial position.
- **Staff Management of both SCOPE and the Action Fund:** Direct supervision of the Executive Management Team, including the development of department and individual workplans and regular written reporting. Assist staff Directors in relating their specialized work to the total program goals of the organization. Support staff's professional development to prepare for future leadership. Appoint and manage contracted personnel. Encourage a healthy, collegial work environment.
- **Strategic Planning & Institution Building:** Establish near and long-term strategies for achieving SCOPE's and the Action Fund's mission and goals. Monitor and evaluate operations, programs, processes, and practices for effectiveness in ensuring a performance-based culture. Oversee development and implementation of staff-wide programs and activities such as political education, training, and team building. Design and execute staff-wide and Executive Management Team meetings.

- **External Relations:** Represent SCOPE, its priorities, and point of view publicly. Establish sound and strategic working relationships with current and potential ally organizations. Develop and execute solid communication practices.

The roles and responsibilities of the Executive Director may change based on the needs of SCOPE or the Action Fund at any given time.

ESSENTIAL KNOWLEDGE & ABILITIES

- Deep understanding of grassroots member organizing and leadership development, and demonstrated commitment to social justice, racial justice, and a strong understanding of structural/root causes of the material conditions impacting low-income communities of color.
- Excellent management skills and proven ability to lead.
- Experience developing and managing multi-department budgets.
- Team-oriented with the ability to work collaboratively with a strong management team, staff, and Board of Directors.
- Strategic approach to fundraising with experience in cultivating and managing philanthropic relations, and cultivating private donors
- Able to educate, promote inclusivity, actively listen, and build consensus amongst staff and members.
- Knowledge and understanding of Black & Brown communities and the political landscape in Los Angeles.
- Experience in and commitment for building Black & Brown institutions, neighborhood-level community organizing activities, and advocating for Black & Brown people
- Collaborative approach and commitment to bargaining in good faith with the SCOPE staff union.

MINIMUM QUALIFICATIONS

Any combination of training, education, and experience that demonstrates the ability to perform this position's duties, such as:

- At least 5+ years of management experience with knowledge of organizational administration, staff management, fundraising, and external relations.
- Strong analytical, written, and verbal communication skills.
- Understanding and/or experience working with labor, social, and economic justice movements and base building organizations.
- 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 salary range is \$135k to \$155k. SCOPE is a unionized workplace. As this is a management position, it is not represented by the bargaining unit.

The position is open until filled. First consideration will be given to applications received by **October 6, 2025**. To apply for this outstanding opportunity, please electronically submit your resume and a cover letter of interest to The Hawkins Company at scopela@thehawkinscompany.com. Confidential inquiries are encouraged and should be directed to: Todd Hawkins at 213-300-9342, todd@thehawkinscompany.com; Yonnine@thehawkinscompany.com, 323-252-1655; or Tisa Jones at 213-309-7984, tisa@thehawkinscompany.com.



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