



Co-Executive Director of Programs and Education

(UPDATE: AS OF 4/5/2023 WE HAVE FILLED THE ROLE FOR THE CO-ED OF FINANCE AND OPERATIONS. WE ARE NOW ONLY SEARCHING FOR THE CO-EXECUTIVE DIRECTOR OF PROGRAMS AND EDUCATION)

Location: Seattle, Washington (must reside in or near Seattle, WA)

Salary: \$100,000 - \$110,000 annually

The Opportunity

Creative Justice is seeking nominations and applications for a **Co-Executive Director of Programs and Education**. Working collaboratively with the Youth Leadership Board (YLB) and the Community Advisory Board (CAB) and reporting directly to RVC (fiscal sponsor), the new Co-Executive Director of Programs and Education will serve concurrently with the current Co-Executive Director of Finance and Operations.

As the senior managers of Creative Justice, the **Co-Executive Directors** act as equal partners to ensure ongoing programmatic excellence and work to ensure the consistent quality of finance and administration, fundraising, communications, and program evaluation as the entire team drives toward the mission. The new **ED of Programs and Education** will be unwavering in their commitment to Black liberation and will possess a highly nuanced understanding of the carceral system and its role in the systematic disenfranchisement of Black and Brown people, particularly youth. They will work from an abolitionist framework and will also possess an advanced intersectional approach to anti-racism, the capacity for a systems analysis of racial inequality, and expertise in the function of art as a tool for resistance, healing, and justice. They will be artists in their own right and possess a deep commitment to the use of art as a tool in social transformation.

The Co-Executive Director of Programs and Education will develop and maintain relationships with community partners throughout the region in order to enhance Creative Justice's mission and benefit its participants and the community at large. Furthermore, the Co-Executive Director of Programs and Education will serve as the primary supervisor of the Education, Community Care, Strategic Organizing, Community Partnerships, and Advocacy Directors and report to and work closely with the Directors. This new leader will work in tandem with the current Co-Executive Director of Finance and Operations and act as a servant, facilitative leader who respects the expertise of young people and the Creative Justice team - especially those who have been directly impacted by carceral systems.

About Creative Justice

Creative Justice builds community with youth most impacted by the school-to-prison-(to-deportation) pipeline. Participants and mentor artists work together to examine the root causes of incarceration, like systemic racism and other forms of oppression, creating art that articulates the power and potential of our communities. Art makes us think and it feeds our spirit. It is also a conduit towards a more just world. By responding to personal and social issues through the creative process, youth and mentor artists engaged in Creative Justice attack systemic issues that contribute to our oppression, while building healing-centered spaces that strengthen the protective factors that help us all to thrive.

Creative Justice uses art-making as a vehicle to prepare young people to be leaders in community and the workplace, to amplify youth voice as a source of community transformation, to promote teamwork, collaboration, and community engagement, to help lift up the power of young people of color, youth from low-income families, and LGBTQIA+ youth. Further, Creative Justice aims to increase youth and community understanding of the histories and conditions that create racism, classism, sexism, heterosexism and other forms of oppression and to enhance skills that help young people reflect on their social position, choices, and personal power so they can stay out of jail.

Organization Mission and Strategy

The new Co-Executive Directors will work collaboratively to ensure that the mission of Creative Justice is fulfilled through its programs, planning, and community outreach and to ensure the financial stability of the organization. Together the Co-EDs will be the public face of the organization through their respective roles. Both will coordinate their efforts with the YLB and CAB to ensure that the work and future vision of Creative Justice remains values and mission aligned. Moreover they will advance Creative Justice's mission and values through art, activism and advocacy, and by partnering with other professional, civic and private organizations to do the same.

Board Governance

The Co-Executive Directors will work directly with CJ Directors, the Community Advisory Board (CAB) and the Youth Leadership Board (YLB) in order to fulfill the organization's mission. They will lead Creative Justice in a manner that supports and guides the organization towards a stronger community, using art to promote healing and reduce the harm caused by incarceration and its root causes. Together they are responsible for communicating effectively with CJ Directors, the CAB and YLB and providing, in a timely and accurate manner, all information necessary to provide input into decision making.

Financial Viability

While the Co-Executive Director of Finance and Operations takes primary responsibility for developing the resources sufficient to ensure the financial health of the organization, the new Co-Executive Director will work collaboratively on the development of a proposed annual budget and monthly financial statements which accurately reflect the financial condition of the organization. They will further ensure

the organization operates within the approved budget while seeking funding opportunities that are in line with Creative Justice's mission and values. They will work with the Co-Executive Director of Finance and Operations to ensure that the programming and education is supported financially.

Ideal Attributes and Experiences

In order to serve the organization and lead Creative Justice into its next phase of development, the new Co-Executive Director must possess the following:

- Lived experience as a Black person with deep, nuanced knowledge of the tactics the police and prison system use to target and disrupt the lives of youth – particularly Black, Brown and queer youth.
- Background in the arts and artistic expression with a deep understanding of the role the arts can play in liberation.
- An understanding of the role arts and culture play in social transformation, personal transformation, and organizational transformation.
- Experience partnering with grassroots leaders to create community-based programs.
- Experience communicating with and collaborating with various stakeholders, including, but not limited to city officials, public education leaders, artists and more.
- Experience managing the operations for small to medium-sized organizations including, but not limited to, hiring and onboarding team members, managing a budget, authorizing contracts with consultants, collaborating on SOWs with consultants and regular communication and collaboration with stakeholders and the Board (collaboration with advisory Boards preferred).
- Significant experience in nonprofit leadership - either in programming or in governance - with a deep and nuanced understanding of funding, start-up environments, grassroots strategy, community development, program management, cross-sector partnerships, team development, and board management.
- A commitment to facilitative leadership that emphasizes the expertise and experience of the youth participants and a desire for a collaborative relationship with the directors.
- A commitment to a community-based, decolonizing approach by prioritizing moving in alignment with movement partners.
- A desire and capacity for facilitating direct communication with and among staff.
- Capacity to build relationships with staff and community partners.

RESPONSIBILITIES

The Co-Executive Director of Programs and Education will be a public face of the organization, developing and maintaining relationships with community partners throughout the region while working closely with those directors managing community partnerships and strategic organizing. These relationships are crucial to Creative Justice's community-based programs including art installations, artistic actions, trainings, or their creative advocacy regarding public policy. More specifically, the Co-Executive Director of Programs and Education will:

- Partner closely with their Co-Director to ensure seamless, collaborative leadership as they work together to lead the team.

- Oversee the hiring and onboarding of qualified team members, consultants and contractors.
- Serve as the primary supervisor of the Education, Community Care, Strategic Organizing, Community Partnerships, and Advocacy directors.
- Report to and work closely with the Directors, CAB and YLB to seek their involvement in policy decisions, fundraising and to increase the overall visibility of Creative Justice.
- Oversee development and maintenance of curriculum framework and assist program staff and mentor artists with instruction, lesson planning and classroom management as needed, including the planning and execution of culminating event or action.
- Support the Advocacy Director as the secondary liaison to King County Courts and other local governmental entities in order to reduce the number of youth confined to secure detention and other justice system contact.
- Take lead on professional development opportunities for program directors and work collaboratively with the Co-ED of Finance and Operations to plan the annual retreat.
- In collaboration with the program staff, design and execute professional development programs.

SALARY

The salary for this role is \$100,000 - \$110,000 annually, plus benefits. This role is focused on the local community, thus this Co-ED will need to reside in or near Seattle, WA. Creative Justice will reimburse relocation expenses up to \$8,000, if necessary.

HOW TO APPLY

Creative Justice is partnered with [Monday Morning Consultants](#) on this search. Please share your resume and a writing sample at apply@MondayMorningConsultants.com. Please also reach out to Erica Nicole (ericanicole@mondaymorningconsultants.com) or Jamie (jamie@mondaymorningconsultants.com) with questions or nominations.