



## We're looking for a Deputy Director!

Worth Rises seeks a highly organized and solutions-oriented Deputy Director (exempt) based in New York, NY to support the Executive Director in building out infrastructure necessary to support the sustainable growth of a young organization. This individual should have a strategic and process-oriented mindset with a keen eye for talent, experience developing and managing others in a fast-paced environment, and track record of creating systems that ensure smooth operations, purposed teamwork, and timely follow-through.

*Does internal-facing strategic planning and implementation excite you? Do you thrive in a start-up environment that requires creative problem-solving? Are you both ready to lend your expertise to the long-term sustainable development of a small organization with a big vision, filling in gaps along the way? Do you excel at building strong teams with strong support for maximum impact? Are you driven by impact, excellence, integrity, humility, and generally, all-in? Yes? Keep reading!*

Worth Rises is a non-profit advocacy organization dedicated to dismantling the prison industry and ending the exploitation of those it touches. Partnering with directly impacted people, we work to expose and challenge the commercialization of the criminal legal system and advocate and organize to stop its wealth extraction from affected communities. Through our work, we strive to pave a road toward a safe and just world free of police and prisons.

### Primary Responsibilities

- *Supporting strategy development*
  - Act as a strategic thought partner and co-conspirator for the Executive Director.
- *Developing organizational infrastructure*
  - Work alongside the Executive Director to complete the structural vision for the organization and spearhead its implementation in a sustainable manner.
  - Hold a bird's eye view of the overall work of the organization across teams and campaigns, providing strategic direction around workflow and work priorities to ensure cohesion and efficiency.
  - Identify and fill in gaps around organizational infrastructure, practices, and documentation, thinking strategically about resource management.

- Identify, acquire, and maintain relationships with a wide variety of vendors and contractors who support the work of the organization.
- ***Building a strong team & team culture***
  - Develop, implement, and manage talent recruitment and retention practices, including gap assessments, hiring, onboarding, training, evaluations, and professional development.
  - Co-create and normalize a team culture that holds staff accountable to the organization's core values of impact, excellence, integrity, humility and an all-in attitude, while promoting transparency and frequent and smooth communication.
  - Curate content and coordinate logistics for staff meetings, team building events, and staff retreats.
  - Manage staff members with effective work plans and regular assessments.
- ***Adding support capacity***
  - Provide day-to-day communications support, including writing press releases, testimony, and statements.
  - Provide grant-writing support.
- Some travel may be required.

### **Required Qualifications**

- Thrives in a fast-paced, start-up environment
- Highly organized and process-oriented
- Strong attention to detail
- Eye towards problem identification, analysis, and creative solutions
- Visionary thinker with ability to strategically implement
- Able to meet quick deadlines and develop necessary systems along the way
- Proactive and responsive communicator
- Strong writer
- Able to maintain strict confidentiality
- Meticulous project manager, with thorough follow-up and follow-through
- Professional experience hiring, training, and managing others
- Keen eye for identifying both talent and potential development areas
- High level of emotional intelligence and cultural competency
- Versatile, resourceful, and flexible

### **Compensation and Benefits**

Worth Rises offers a generous compensation package, including full medical, vision, and dental coverage, 20 days' vacation time, 10 days' personal/sick leave, and 3 days' bereavement leave. Employees also receive a \$75 monthly contribution to their phone bill. The salary for Deputy Director is \$95,000-\$110,000, depending upon experience.

### **Application Deadline and Instructions**

Interested applicants may apply by submitting a resume and cover letter to [careers@worthrises.org](mailto:careers@worthrises.org), with Deputy Director Application as the subject line by Monday, March 16th. Applicants should be available to start by April 15th (slight flexibility).

*Worth Rises is an equal opportunity employer, and strongly encourages formerly incarcerated individuals, directly impacted individuals, people of color, members of the disabled community, gender-variant and non-binary individuals, and other members of the LGBTQIA+ community to apply.*