

M.O.B.B.™

MOMS OF BLACK BOYS

UNITED

INCORPORATED

Moms of Black Boys United

Executive Director

Remote, USA



## Background

Moms of Black Boys (MOBB) United, Inc. is a national coalition of concerned moms of Black sons who represent every race, age, socioeconomic background, marital status, and educational level. Founded by Depelsha Thomas McGruder in 2016 as a Facebook support group, MOBB United, Inc. promotes greater understanding of the lived experiences of Black boys and men. By providing support and resources, as well as celebrating the accomplishments of Black boys and men, MOBB United, Inc. validates their experiences and empowers them to better navigate institutions in their communities. Using a multi-pronged approach, MOBB United, Inc. utilizes media campaigns, storytelling, and community partnerships to reach a broad audience and seeks to deepen its connections with those committed to improving the treatment of Black boys and men by law enforcement and the larger society.

To learn more about MOBB United, please visit <https://www.mobbunited.org/>

## Position

Building on seven years of volunteer led efforts to support Moms of Black boys and create a positive societal narrative about their sons, MOBB United seeks to hire its first full-time Executive Director. In 2016, when MOBB United was founded, it was unheard of for a police officer to be charged in the killing of a Black male. The Moms of Michael Brown, Tamir Rice, John Crawford and many others suffered without justice. Moms of Black boys are finally beginning to see accountability when these tragedies occur, in part due to the advocacy of organizations like MOBB United which has brought broader recognition of the problem. But MOBB's work is far from done. The Executive Director has an opportunity to build on this progress and play a critical role in shifting the narrative in this country about Black boys and work to prevent these tragedies from ever happening.

This will be the first hire of the organization that has a national footprint with chapters in 17 states and a reach of more than 180,000 Moms of Black boys. The Executive Director will work closely with the founder, Depelsha Thomas McGruder, and MOBB United's Board of Directors to develop a multi-year strategy to expand the organization's national profile, reach and resources. The Executive Director will also provide guidance and support to chapter leaders and other volunteers with realizing the mission while establishing consistent programmatic and operational structures and practices.

By providing vision, leadership, and management, the Executive Director will serve as the community's voice and chief advocate. Key areas of responsibility will include strategic planning, fundraising, community building and engagement, volunteer management, fiscal management and public relations. As the leader of the organization, the successful candidate will embody what it means to be a mother to a black boy, serving as a champion and fierce proponent for the organization, its members and its mission, The Executive Director will be a social media savvy creative thinker with a strategic mindset and an ability to lead with

empathy. A people connector with outstanding communication and interpersonal skills, the ideal person will have the ability to work with a variety of different people and communities. The candidate will also need to regularly engage national MOBB United, Inc. chapters and other community partners and agencies.

## Responsibilities

### Strategic Vision and Leadership

- Develop both short-term and long-term strategies for MOBB United, Inc. and lead the organization into its next phase of development and visibility.
- In collaboration with the Board of Directors, oversee the strategic planning process that will maximize MOBB United's impact on communities and increase its profile.
- Build and create an organizational culture of support that is grounded in a shared vision, teamwork, and accountability.
- Cultivate a strong and transparent working relationship with the Board of Directors by continuing ongoing communication about the measurement of financial, program, visibility, and outreach goals.
- Execute a chapter strategy that supports Moms of Black Boys across the country to become effective advocates and leaders to change the narrative of Black boys in society.
- Invest in and execute a portfolio of programs and activities designed to achieve the mission, elicit partnerships and increase memberships, volunteers and engagement.

### Advocacy, Development, and Community Relations

- Serve as the chief spokesperson for MOBB United and effectively communicate with the public and external and internal stakeholders.
- Act as the primary driver in donor solicitations and cultivate relationships with existing donors and build relationships with new donors.
- Formulate and execute a comprehensive marketing, branding, and development plan to heighten MOBB United's visibility and enhance revenue from foundations, donors, and corporations.
- Work closely with local MOBB United chapters across the country to ensure alignment of mission and commitment while also supporting each chapter's specific community needs.

### Operations and Oversight

- Provide relevant and regular programming and resources for members around issues pertaining to Black boy support, development, and advocacy.
- Oversee MOBB United's financial status, including developing long and short-range financial plans, monitoring the budget, and ensuring sound financial controls are set.

- Assess the organization's infrastructure and create and maintain policies and procedures that offer clarity around decision-making processes and specific roles and responsibilities.
- Develop and maintain a database of relevant resources for members (i.e., legal, health, educational advocacy).
- Facilitate collaboration and internal communication between community partners and chapters as well as with the Board of Directors.

## Qualifications

- A deep understanding of the biases and experiences that Black boys and men face and the ability to lead difficult conversations with compassion on this topic to a wide variety of audiences
- An enthusiastic fundraiser expert at identifying donors and attracting major gifts
- Experience using social media marketing tools, familiarity with marketing and branding and an understanding of building and engaging communities
- Able to forge collaborative relationships and strategic partnerships with individuals and organizations committed to supporting MOBB United's focus
- Able to attract, inspire, engage and motivate teams of volunteers from a variety of economic and social backgrounds
- A strategic, execution focused, project manager who is entrepreneurial and visionary
- Knowledge or experience in supporting communities with local advocacy
- Outstanding verbal and written communication skills
- Budget planning and financial management experience preferred

## Salary and Benefit Information

The salary for this position is \$120,000 inclusive of benefits. This is a remote position with a preference for someone who lives on the east coast near or in a large metropolitan area.

This position description is based upon material provided by MOBB United, an equal opportunity employer.

To apply to this position, please click [HERE](#).

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