



One Arizona
Executive Director
Phoenix, AZ

The Organization

One Arizona is a coalition of 501c3s focused on year-round voter registration, voter engagement, voter mobilization, election protection, and issue advocacy. We coordinate, provide tools and technical support, and fundraising to ensure our partners have the resources they need to meet their goals and our collective goals. Our mission is to improve the lives of Arizonans, especially people of color and young people, by building a culture of civic participation. By working together, we've created deep and lasting change in the state we call home.

Coalition partners for One Arizona advocate for a broad range of issues including, but not limited to:

- Climate crisis and environmental protection
- Community organizing and voter engagement
- Economic justice
- Human and civil rights
- Immigrant rights
- Labor and worker's rights
- Public education
- Reproductive choice
- Voting rights

The Position

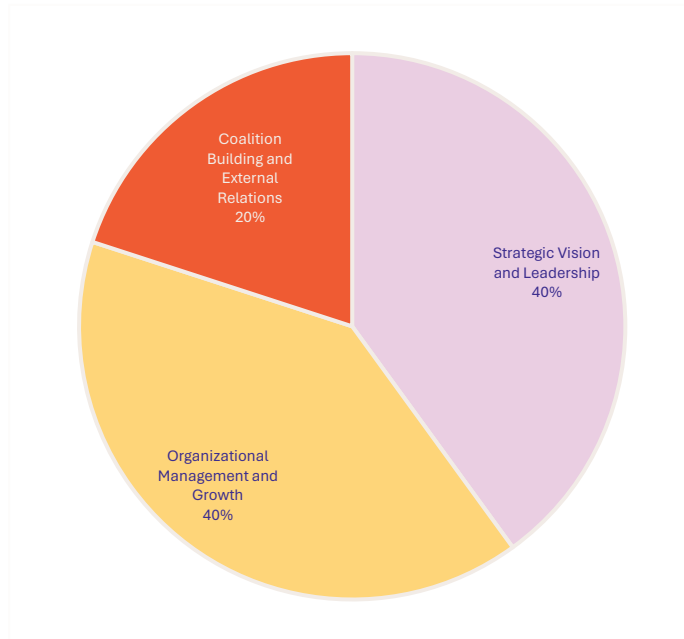
The Executive Director will play a critical role in the state's political landscape. The Executive Director will need to spend time building relationships and trust with coalition partners and staff. The success of One Arizona is connected to the success of the coalition partners, therefore centering relationship building and commitment to building collective power are critical to this position. In addition to the responsibilities outlined below, we seek candidates who share our belief in building racial, gender, economic power throughout the state of Arizona.

Role Snapshot

Strategic Leadership and Vision: The Executive Director will be responsible for setting the long-term strategic vision of One Arizona, understanding the Arizona political and social ecosystem. This involves leading the organization through strategic planning processes, engaging staff, coalition partners, and the Board of Directors, and adapting to opportunities and challenges in the political landscape.

Organizational Management and Growth: Managing the operations and growth of One Arizona, this role involves assessing and developing systems and practices to support ongoing work and organizational growth. The Executive Director will need to establish decision-making processes that are equitable and transparent, ensuring alignment with the organization's values.

Coalition Building and External Relations: Building and maintaining relationships with coalition partners, staff, board members, funders, and other stakeholders is a crucial aspect of this role. The Executive Director must be committed to fostering an inclusive and collaborative environment, effectively representing the organization externally, and securing resources through fundraising and budget management to support One Arizona's mission and activities.



Core Competencies of the Ideal Candidate

The ideal candidate for the Executive Director position possesses the following competencies:

Strategic Visioning and Leadership

Ability to set a long-term vision, lead strategic planning, and navigate the organization through various political and social landscapes, ensuring alignment with the organization's mission and values.

Relationship Building and Coalition Management

Proficient in establishing and maintaining strong, authentic relationships with diverse groups, including staff, board members, coalition partners, and funders, fostering a collaborative and inclusive environment.

Financial Acumen and Fundraising Expertise

Demonstrated ability to manage budgets, oversee financial health, and execute successful fundraising strategies to secure necessary resources for the organization's sustainability.

Adaptability and Problem-Solving Skills

Capacity to respond flexibly and innovatively to challenges and opportunities, with a problem-solving mindset that supports organizational resilience and progress.

Organizational and Operational Management

Skilled in overseeing day-to-day operations, developing effective systems and practices for growth, and ensuring organizational efficiency and alignment with strategic objectives.

Commitment to Diversity, Equity, and Inclusion

A deep understanding of and commitment to advancing racial, gender, and economic equity, both internally within the organization and in the wider community, with a focus on dismantling systems of oppression.

Responsibilities

Strategic Vision and Leadership

- Develop and articulate a comprehensive, long-term strategic vision for One Arizona, incorporating a nuanced understanding of the diverse political and social ecosystem of Arizona.
- Lead the organization in implementing this vision through a dynamic strategic planning process, ensuring it effectively integrates the perspectives and needs of staff, coalition partners, and the Board of Directors.
- Proactively identify and respond to political and social threats and opportunities, adapting strategies to maintain organizational relevance and impact.

Organizational Management and Operational Excellence

- Oversee all aspects of One Arizona's operations, ensuring optimal performance, growth, and alignment with the strategic vision.
- Conduct thorough evaluations of current systems and practices, initiating innovative improvements and developing future-oriented plans that bolster the organization's mission.

- Implement equitable and transparent decision-making processes, enhancing organizational efficiency and fostering a culture of inclusivity and respect.

Board Engagement and Governance Enhancement

- Collaboratively work with the Board of Directors to establish and maintain a robust and effective governance framework, enhancing board functionality and engagement.
- Facilitate open and productive communication between the board and the organization, ensuring the board has access to essential tools and information for effective oversight and decision-making.

Financial Stewardship and Resource Development

- Formulate and manage a comprehensive organizational budget that accurately reflects the coalition's work and needs.
- Spearhead diverse fundraising initiatives, cultivating relationships with local, state, and national funders, and securing financial resources essential for organizational sustainability.
- Maintain vigilant oversight of the organization's financial health, implementing strategies for fiscal responsibility and transparency.

Staff Development and Organizational Culture

- Establish a strategic plan for staff development, allocating resources equitably and strategically to enhance staff capacity and wellbeing.
- Cultivate a positive organizational culture centered on high performance, equity, wellness, and continuous learning, addressing necessary areas for healing and development.
- Foster an environment that prioritizes results and encourages open dialogue, collaboration, and professional growth.

Advocacy and Community Engagement

- Serve as a key representative of One Arizona in various community and political settings, advocating for the organization's mission and values.
- Build and nurture relationships with diverse stakeholders, including community leaders, policy makers, and other relevant entities, to amplify the organization's impact and reach.
- Engage in continuous learning and development related to current social, political, and economic issues affecting Arizona, ensuring the organization's strategies and actions are informed and effective.

Qualifications

- **Relevant Experience:** While prior experience as an executive or deputy director is advantageous, candidates with a minimum of three years in comparable roles achieved through unconventional career paths are also encouraged to apply.
- **Leadership and Team Management:** Demonstrated ability in leading teams effectively, driving impactful results with a focus on sustainable and equitable practices. Experience in managing teams in a hybrid work environment (combining remote and in-office settings) will be considered a valuable asset.
- **Non-Profit Compliance Knowledge:** A solid understanding of the regulations and compliance requirements associated with 501(c)(3) nonprofit status.
- **Financial Management Expertise:** Proven capability in managing organizational finances, including budget creation and management, as well as experience in fundraising activities.
- **Civic Engagement and Organizing Background:** A history of involvement in civic engagement activities or direct organizing within progressive organizations.
- **Coalition Work and Diplomacy:** Ability to work effectively and diplomatically within a coalition framework, collaborating with leaders from various organizations to achieve common goals.
- **Performance Under Pressure:** Competence in handling high-pressure situations, resolving conflicts, and consistently meeting deadlines and commitments.
- **Commitment to Diversity and Equity:** A demonstrated dedication to working with underrepresented or diverse communities, with a strong commitment to advancing racial equity and social justice.

Compensation

Salary: \$110,000 – \$140,000

The following benefits are included in total compensation:

- 80% coverage of medical, dental, vision, this includes dependent/spouse healthcare
- Matching 401K
- \$500 professional development
- \$250 office stipend
- Monthly internet (while we're remote \$50) and \$60 cell phone reimbursement

Equal Employment Opportunity Statement

One Arizona is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, color, creed, religion, national origin, ancestry, citizenship status, age, sex or gender (including pregnancy, childbirth and pregnancy-related conditions), gender identity or expression (including transgender status), sexual orientation, marital status, military service and veteran status, physical or mental disability, genetic information, or any other characteristic protected by applicable federal, state, or local laws and ordinances. One Arizona's management team is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities, access to facilities and programs, and general treatment during employment.

One Arizona will endeavor to make a reasonable accommodation of an otherwise qualified applicant related to an individual's physical or mental disability; sincerely held religious beliefs and practices; and/or any other reason required by applicable law, unless doing so would impose an undue hardship upon the Company's business operations.

Any applicant who needs accommodation(s) in order to apply for the job should contact DRG to request accommodation(s). The individual should specify what accommodation is needed to apply for the job and submit supporting documentation explaining the basis for the requested accommodation, to the extent permitted and in accordance with applicable law. The company then will review and analyze the request, including engaging in an interactive process with the applicant, to identify if such an accommodation can be made. The company will evaluate requested accommodations, and as appropriate, identify other possible accommodations, if any. The individual will be notified of the company's decision regarding the request within a reasonable period. DRG and One Arizona treats all medical information submitted as part of the accommodation process in a confidential manner.

Frequently Asked Questions

1. Who will lead the interviews?
 - a. The first interviews will be with members of the DRG team.
 - b. Semi-finalist interviews will be led by the One Arizona search committee. The final One Arizona interview may include additional stakeholders.
2. What is the interview format and the best way to answer questions?
 - a. For the DRG interviews, consultants will ask candidates questions for the first 20 minutes and then candidates will have the opportunity to ask questions for the last 10 minutes. DRG interviews will be conducted via Zoom.



- b. For the One Arizona interviews, the search committee will ask candidates questions for the first 30 minutes, and then candidates will have the final 15 minutes to ask questions. Most of the One Arizona interviews will be conducted via Zoom. Finalist interviews will be conducted in person; all finalists will be notified as soon as possible to support travel arrangements.
 - c. Most of these interviews will be behavioral interviews (DRG consultants will confirm the type of interview prior to the One Arizona interviews). These questions will be related to core competencies.
3. Who should I contact with questions or to request accommodations?
- a. DRG Senior Talent Consultant Omar Lopez at olopez@drgtalent.com

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

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