JOB DESCRIPTION

TITLE: Director of Capacity Building and Community Mobilization (California)

LOCATION: California (remote or Oakland, CA office)

THE POSITION:

Do you want to work for a passionate organization committed to ending overdose, fighting stigma, and advancing the empowerment of individuals and communities who are affected by drug use? Do you want to deepen the capacity of service providers, communities, and people who use drugs to address the structural barriers that prevent meaningful adoption of harm reduction philosophy and practices? Harm Reduction Coalition is seeking an energetic leader and manager to support its Learning and Engagement team in shaping the future landscape of harm reduction in California and the surrounding areas.

The Director of Capacity Building and Community Mobilization (CA) is responsible for guiding the vision for the expansion of harm reduction services in the region. This position will oversee a strong team working to identify and meet training and technical assistance needs, develop strategy and community action plans, and refine and model best practices around overdose response. The ideal candidate will prioritize doing this work by centering the voices of people who use drugs. As a member of the management team, this position is responsible for developing culture and practices of accountability, excellence, and supportive growth.

ORGANIZATION DESCRIPTION:

In the midst of the opioid crisis, Harm Reduction Coalition is a 25 year old national advocacy and capacity-building organization that works to promote the health and dignity of individuals and communities who are affected by drug use. With offices in New York and California and remote employees throughout the country, we advance harm reduction policy and practice, including, overdose prevention education, hepatitis C prevention and treatment, syringe access expansion through four core programs:

1. harm reduction policy and advocacy;
2. national training and capacity building initiatives;
3. national and regional conferences and convenings;
4. and publications and resources.

Collectively, these core programs work toward our North Star Statement: Harm Reduction Coalition creates spaces for dialogue and action that help heal the harms caused by racialized drug policies.

DUTIES AND ACTIVITIES:
Lead the expansion and development of learning and engagement, overdose prevention and community mobilization activities in California and the surrounding states

- Support the creation, development, and implementation of new and existing initiatives to promote supportive environments for harm reduction services and people who use drugs in California and the surrounding states
- Identify and actively engage other adjacent social justice movements and health and human rights initiatives including housing, reproductive justice, public health and medical care
- Lead the development, implementation, and promotion of capacity building and training services to offer support to California-based programs; collaborate with other training organizations and funders to identify gaps, areas of overlap, and the best use of training resources and best practices
- Using a social and racial justice lens, work with the greater capacity building team to evaluate training curricula and TA resources; Ensure that they are relevant, engaging and culturally competent, and effectively support the needs of existing and new harm reduction programs and promote the leadership of people who use drugs
- Provide oversight to the DOPE Project, the largest single-city naloxone distribution program in the country, responsible for training over 6000 people since 2003 in San Francisco and acting as a nationally recognized model for effective overdose prevention and opioid safety initiatives
- Monitor and collaborate on responses to emerging policy and drug use trends that intersect with learning, engagement and community mobilization activities including those related to syringe service programming, overdose prevention, naloxone access, and interdisciplinary interventions
- With support from the Policy and Mobilization team, lead state-level policy activities including legislative campaigns, budget requests, support for local community mobilization in collaboration with the California team, key stakeholders, and the California Syringe Exchange Program (CASEP) coalition; particular attention to supporting leadership development and training of the CASEP coalition to shift power to the network of SSPs and people who use drugs/engage in sex work in California
- Support the development of organizational messaging and communications on harm reduction initiatives, including overdose prevention and opioid safety

Provide support and professional development to a growing team in California and surrounding area

- Develop a culture of cross-departmental collaboration and effective and regular communication
- Create spaces for creative and inclusive visioning and planning that incorporates thought-partnership, being a sounding board for staff ideas and affirmation of their potential in carrying these out
- Ensure that the team meets its goals and contract commitments
- Support staff in developing systems for project management and accountability that recognize the variety of strengths and challenges across the organization
- Provide regular/consistent group and one-to one supervision, support and guidance to California based managers that enables effective work planning and workload management
- Work with staff to identify opportunities to push themselves beyond their comfort zone and develop possibilities for growth
Other responsibilities

- Develop relationships with current and potential funders and actively contribute to grant writing opportunities as necessary
- Work with the Associate Director of Contracts to support contract development and execution, monitor contract performance and ensure timely contract reporting
- Monitor project spending, and participate in budgeting activities
- Support the development of messaging to increase agency visibility as the lead harm reduction capacity building resource in California and across the US
- Support opportunities to expand grant-making initiatives with a focus on uplifting organizations led by people who use drugs
- Support national conference planning as needed, and actively contribute to conceptualizing, planning, and coordinating relevant regional convenings
- Other duties as assigned

REQUIREMENTS:

- Commitment to harm reduction, social justice, racial justice, and equity
- Commitment to uplifting the voices and leadership of people who use drugs
- Ability to be a forward thinker, anticipate future needs and see the bigger picture of how to connect the work across departments, teams, projects and strategic priorities.
- Belief in intersectional approaches to promoting the health and quality of life of people who use drugs
- Minimum of 5 years of experience in a supervisory role
- Minimum of 3 years of experience in a senior leadership position, including demonstrated success in developing and implementing new initiatives
- Minimum of 3 years of experience managing government contracts, private grants, and deliverable-based programs
- Commitment to professional development and ongoing learning for self and larger team
- Excellent interpersonal skills with a commitment to transparency and collaboration
- Experience working in a non-profit setting; harm reduction setting preferred
- Bilingual English/Spanish preferred

SALARY RANGE: $75,000 - $85,000

SUPERVISORY RESPONSIBILITIES: Three full time staff: two Capacity Building Services Managers and the DOPE Project Manager

REPORTS TO: Deputy Director of Learning and Engagement

STATUS: Full time, exempt

TRAVEL: Position requires heavy travel (more than 21 days per year)

TO APPLY: Please e-mail a cover letter and resume to resumes [at] harmreduction.org. Subject line should read: “California Regional Director position – last name”. The attachments should adhere to the
following naming convention: “Lastname, Firstname_Cover Letter.” Only qualified applicants will be contacted for an interview. No phone calls or visits please.

People with lived experience of substance use, incarceration, homelessness, and/or sex work; people of color, women, and members of the LGBTQIA+ communities; and people living with HIV/AIDS and/or hepatitis C are strongly encouraged to apply.

DEADLINE: November 22, 2019