Vice President of Strategy and Programs

The Lawyers’ Committee for Civil Rights Under Law is one of the nation’s leading national racial justice legal organizations. Formed in 1963 at the request of President John F. Kennedy, the Lawyers’ Committee uses legal advocacy to achieve racial justice, fighting inside and outside the courts to ensure that Black people and other people of color have the voice, opportunity, and power to make the promises of our democracy real.

The Lawyers’ Committee seeks a visionary, results-driven, nimble, and experienced leader to serve as its Vice President of Strategy and Programs.

The Vice President of Strategy and Programs will be a change agent within the organization, leading strategy, and program design to advance the organization’s mission of making the promises of democracy real for the communities at the core of the Lawyers’ Committee’s mission.

The Vice President of Strategy and Programs will play a lead role in developing and implementing the organization’s strategic plan (including refreshed mission, core values, and strategic priorities) to foster organization-wide synergy, collaboration, and mutual accountability. They will work closely with the President and Executive Director and other members of the Executive Management Team to help teams and the organization as a whole define impact; assess programs to identify success, challenges, and gaps; analyze relevant fields and external relationships; develop new strategies; organize and structure teams to effectively advance the organization’s mission. They will also be an effective communicator to external partners and the general public about the organization’s work and priorities, able to be deployed to handle important public speaking engagements and coalition conversations.

A significant part of the role includes developing strategies to deepen the organization’s connections to partners, clients, and community by centering their lived experience in the organization’s strategies and work for the community as part of the institutional commitment to advancing racial justice. The work will also involve strengthening the organization’s non-litigation programs and fostering integration and synergy among internal program teams.

The ideal candidate will be a proactive partner and strategic thinker, experienced in change management, having led teams to adopt new bodies of work or implement new strategies. They will serve as an advisor and resource to the President and Executive Director while fostering communication and
knowledge-sharing throughout the organization.

This is a full-time, exempt position based in Washington, DC. The Vice President of Strategy and Programs will serve on the Executive Management team and work under the supervision of the President and Executive Director. In addition, the role may entail the supervision of other staff members, including Director-level personnel, as assigned.

**Specific Duties and Responsibilities:**

**Coordinating Efforts to Develop and Implement Organizational Strategy**

- Collaborate with the President and Executive Director and the Senior Leadership team to coordinate and drive the organization’s overall strategic planning process—from design and rollout to ongoing implementation—building upon the organization’s existing strategic planning framework;
- Directly lead strategy development in key areas of the strategic planning framework—including Program Assessment and Design and Organizational Structure—while working in close partnership with colleagues taking primary responsibility for other areas;
- Work closely with the Chief Counsel and Deputy Chief Counsel to implement aspects of the strategic plan that pertain to the focus and structure of litigation and advocacy efforts, as well the training and strategic orientation of new and existing staff members;
- Work closely with Director of Pro Bono to develop strategies to foster and strengthen relationships in the private bar consistent with an organizational focus on racial justice and diversity, including relationships with small to mid-sized law firms and affinity bar associations and organizations;
- Work closely with staff members responsible for additional components of strategic planning (e.g., Human Resources, Accounting, and Information Technology); and
- Managing consultancies and partnerships to advance various components of the strategic planning process.

**Guiding Ongoing Program Planning and Execution**

- Develop approaches to integrate programmatic strategies across the organization, fostering integrative and collaborative thinking and strategic action across units, consistent with institutional mission and strategic plan; and
- Provide guidance, support, and in some cases, direct supervision to staff members leading and designing select non-litigation programmatic efforts.
**Advancing Internal and External Racial Justice Thought and Action Leadership**

- Develop strategies to strengthen the staff’s capacity for racial justice leadership and its connection to clients and communities. This work will include collaborating with the Senior Leadership Team and the Human Resources department to develop cross-team standards, practices, operating principles, training, coaching, and immersive experiences to ensure fidelity to the mission and mutual accountability;
- Engage in public speaking and writing to inform public discourse on various racial justice matters. Serve as an ambassador to represent the organization at external events, including media appearances, panel discussions, and coalition meetings; and
- Collaborate with colleagues on the investigation of civil rights violations and the development of litigation when appropriate.

**Minimum Requirements and Competencies:**

- Deep and demonstrated commitment to advancing racial justice and civil rights;
- Willingness to embrace the organizational commitment to center our work in the lived experience, struggles, and aspirations of Black people and other people of color;
- Graduation from an accredited law school, with at least 10 years of legal experience;
- Experience in complex civil litigation, including civil rights litigation in preferably more than one subject matter area;
- Ability to understand organizational dynamics and serve as a strong coach, effective communicator, diplomatic change-agent, and effective problem-solver;
- Commitment to diversity, equity, and inclusion, valuing all individuals and respecting differences in regards to race, ethnicity, age, gender identity, and expression, religion, sexual orientation, ability, and socio-economic circumstance;
- Ability to understand organizational dynamics and serve as a strong coach and diplomatic change-agent;
- Collegial management style reflecting the ability to manage and lead people and groups, develop leaders and teams, build organization and staff capacity and promote individual and organizational success;
- Commitment to working collaboratively and respectfully to resolve obstacles and/or challenges;
- Ability to manage growth, with significant experience in building new teams or units, integrating the work of multiple units, and leading institutional change processes;
- Excellent interpersonal and verbal, and written communication skills;
• Substantial leadership skills and ability to collaborate with colleagues, clients, co-counsel, and partners to develop and implement effective litigation and advocacy strategies;
• Track record of success in relationship management (internal and external);
• Demonstrated experience working with and for communities of color and/or low-income communities; and
• Willingness and ability to travel as needed when deemed safe.

To Apply: Please submit a cover letter, resume, including graduation completion dates, and writing sample to https://podio.com/webforms/27311802/2106213 by 11:59 p.m. EST on April 4, 2022. No calls will be accepted. Salary and benefits are competitive for a nonprofit legal organization. Staff Benefits include Employer Sponsored (Medical, Dental and Group Life & AD&D); Voluntary Benefits (Vision Insurance, Short-Term Disability, Long-Term Disability, and Supplemental Life) coverage; the opportunity to participate in the 403(b) Retirement Plan; Voluntary Flexible Spending (Medical and Dependent Care) and Stipends (Cell Phone and Commuter/Parking Benefits); 12 paid Holidays; and Vacation/Sick days.

Commitment to Diversity and Inclusion: The Lawyers’ Committee embraces diversity and inclusion in our workplace. We strongly encourage candidates of color and candidates from underrepresented communities to apply. The Lawyers’ Committee does not discriminate on the basis of actual or perceived race, religion, color, national origin, ancestry, disability, medical condition, marital status, sex, age, sexual orientation, gender identity or expression, family responsibility, personal appearance, genetic information, matriculation, political affiliation, or any other status protected under law.

Accessibility Assistance: Although calls will not be accepted regarding questions about the position, if you are an individual with a disability and need assistance completing the online application, please call 202-662-8600 and ask for an applicant accommodation; send an email with the subject line “Applicant Accommodation” to accommodation@lawyerscommittee.org.