



Director of Coalition Capacity & Community Building Position Summary

Jane Doe Inc. (JDI), the Massachusetts Coalition Against Sexual Assault and Domestic Violence, seeks an experienced and strategic leader for the role of **Director of Coalition Capacity and Community Building**. This role offers an exceptional opportunity for someone experienced in coalition building, systems change, racial equity, and social justice, particularly in the field of gender-based violence prevention. The ideal candidate will possess an alignment with/understanding of healing justice¹ principles, prioritizing approaches that enhance workforce sustainability, survivor-centered practices, equity, healing and wellbeing.

In this moment in time, we are called upon to ask ourselves, “What does organizational wellbeing look like in communities and climates that are increasingly unwell? What support/resourcing do we need to build towards a way of doing this work and supporting ourselves and our communities in holistic ways?”

Working closely with the Executive Director, this position will be integral in evolving JDI’s role as a responsive, anti-oppression focused coalition. The Director of Coalition Capacity & Community Building will guide JDI’s efforts to promote equitable, healing-centered practices within our coalition and across partnerships with statewide and national social justice organizations. This role will emphasize cultivating workplace practices that promote workforce sustainability and wellbeing through a lens of equity and healing. This work will be in the service of reconnecting the gender-based violence field to its roots as a survivor-led movement in solidarity with larger social justice movements. This individual will be a member of JDI’s programmatic team.

Key Responsibilities

1. Transformational Capacity Building: Workforce Wellbeing

- (a) **Learning Labs:** Lead the development and facilitation of transformational capacity building learning labs with JDI member organization directors, focusing on liberatory workplace practices that integrate healing justice principles, supporting racial equity, sustainability, and survivor-centered care. These learning labs will engage member program leadership (executive/program directors and board members) and will be:
 - 1. grounded in a strengths-based approach
 - 2. allow members to identify and develop promising practices

¹ From the wisdom of Cara Page and Kindred Southern Healing Justice Collective “healing justice...identifies how we can holistically respond to and intervene on generational trauma and violence, and to bring collective practices that can impact and transform the consequences of oppression on our bodies, hearts and minds.”



3. identify systemic and other barriers & unlearn practices that do not serve us and
 4. and implement structural changes that foster sustainable organizational policies and accountability that benefit both staff as well as survivors.
- (b) Informed by learning labs and membership, provide leadership within JDI's programmatic team towards amplifying existing advocate sustainability work and building cohesion and alignment of programmatic work with JDI's strategic priorities.
 - (c) Co-lead engagement with statewide and national partners, allied social justice organizations, and advocacy groups to amplify JDI's workforce wellbeing work
 - (d) Serve as a strategic thought partner within national networks, sharing insights and advancing the integration of healing justice frameworks within broader anti-violence and anti-oppression coalitions.
- 2. Transformational Capacity Building: JDI Program & Public Engagement:**
- (a) Support ongoing membership capacity building (through convenings & communities of practice) in one or more key areas of survivor-engagement impacting survivors at the intersections of multiple forms of oppression:
 1. DV Homicide Response/High Risk Advocacy
 2. Child Welfare System Interventions/Child-Survivor Wellbeing
 3. Shelter/Housing Support for Survivors
 - (b) Work closely with JDI's communications and external relations team to promote messaging and public engagement strategies to support JDI member program and public understanding key capacity building takeaways.
 - (c) Represent JDI in key public forums, task forces, and committees, advocating for survivor needs and centering the experiences of those most impacted by systemic inequities.
- 3. Transformational Capacity Building: From Workforce/Movement Wellbeing to Cross Movement Solidarity**
- (a) Informed by the work outlined in Key Responsibility 1, and in close partnership with JDI's programmatic team, strengthen capacity for movement building and solidarity among the JDI team and JDI member programs through strategic alignment of partnerships with JDI's mission, vision, and strategic directions.
 - (b) Support development of values-driven models and frameworks for partnerships between mainstream SA/DV programs (e.g., JDI) and grassroots organizers/community-based organizations that prioritize power sharing.
 - (c) Provide leadership to JDI's programmatic team towards building cohesion and alignment of partnerships and collaborations with JDI's strategic priorities.



- (d) Serve as a strategic thought partner within national networks, sharing insights and advancing the integration of healing justice frameworks within broader anti-violence and anti-oppression coalitions.

Qualifications

- Strong background in building belonging, dignity, and justice within organizations or teams, with a track record of fostering trust, growth, compassion, and sustainable, restorative practices in the face of crisis-driven/high-pressure environments.
- Advanced expertise in facilitation, consensus-building, and/or strategic planning across diverse coalitions
- Proven commitment to healing justice and anti-oppression frameworks and values
- Direct experience in survivor advocacy in the sexual and domestic violence field, with at least six years of experience leading coalition-building, advocacy, or organizational development. This role requires a deep understanding of the field to effectively influence workplace and movement culture.
- In-depth understanding of systemic barriers affecting survivors and experience working directly with marginalized communities.
- Significant experience in relationship-centered program design and evaluation that fosters resilience and community wellbeing.
- Expertise in nonprofit management; strong leadership in coalition building and equity-driven initiatives
- Ease with and proven methods for managing multiple priorities and demands from a variety of stakeholders.

To Apply:

Candidate must live in or be able to commute to Massachusetts as JDI is currently remote and is a hybrid workplace. Please send resume and a thoughtful cover letter to jobs@janedoe.org. Please include the position title “Director of Coalition Capacity and Community Building” in the subject line of the email. Review of applications will begin after January 3, 2025.

This position is exempt from the wage and overtime provisions of the federal Fair Labor Standards Act. Compensation is commensurate with experience and based on our



Jane Doe Inc.
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compensation philosophy in the range of \$109,250 - \$123, 500. We offer a generous benefits package including:

- JDI-subsidized Group Health and Dental Insurance
- JDI-paid life insurance, AD&D insurance, short-term disability, and long-term disability.
- Option to contribute to a 401(k)-retirement plan with employer match after 1 year of employment.
- 14 paid holidays; plus, the week between Christmas and New Years.
- 20 days of paid accrued leave (personal and vacation); paid sick leave.

Jane Doe Inc. is an equal opportunity/affirmative action employer, committed to core values of inclusion, empowerment, and social justice. As a multicultural organization, we actively encourage applicants who represent the broadest range of diversity. Bilingual candidates are encouraged to apply. AA/EOE/ADA