

Job Title: Director of Justice Education
Department: Programs, Advocacy and Action
Reports to: Vice President, Programs
Position: Management, Full-time (35 hours /week)
FLSA: Exempt
Location: Cambridge, MA

Guided by Unitarian Universalist principles and the Universal Declaration of Human Rights, the Unitarian Universalist Service Committee (UUSC), is a human rights organization that strives to advance human rights, dismantle systems of oppression, and uplift and affirm the inherent and dignity and power of all people. We focus our work in three intersectional areas of justice: Migration, Climate Change, and Crisis Response. We center the voices and experiences of those most affected and strengthen those grassroots groups and movements who are organizing themselves to advance these goals. To accomplish this, we offer Justice Education and Leadership Development, Engagement and Mobilization for Advocacy, and Grantmaking and Partner Support.

The College of Social Justice (CSJ) is a joint initiative of the UUSC and the Unitarian Universalist Association (UUA). The mission of the CSJ is to inspire and sustain effective and spiritually grounded activism for justice.

Essential duties and responsibilities of this position may include, but are not limited to:

- Managing and mentoring a team of talented staff; inspiring creativity and cohesion, supporting UUSC and UUA cross-team collaboration while leading and accompanying the team's learning processes.
- Promoting individual and collective work planning and coordination
- Supporting team collaboration and identification of justice education opportunities that leverage our unique strengths and are grounded in community partnership.
- Overseeing commitments and timelines for CSJ's justice education programs and congregational engagement opportunities.
- Developing the CSJ budget and managing balanced spending and monthly institutional reporting
- Supporting the engagement with the CSJ Program Leader Network and UU Ministers
- Serving as liaison to the UUA Organizing and Strategy team to support collaboration, decision-making and CSJ team prioritization of justice education and leadership development opportunities with individual CSJ work plans
- Working closely with the UUSC Vice President, Programs and the UUSC PAA leadership team to ensure organizational alignment to support UUSC's human rights goals and to strengthen and scale our partners' successes and link our work to broader social change movements at the regional, national, and global level.
- Providing curriculum or other resource development support as needed.
- And other assignments that may be required from to time to time to help drive to UUSC's mission

The ideal candidate will have the following skills, experience and qualifications:

- A strategic mindset and demonstrated experience in strategic planning and project management; well-honed skills for developing clear goals and implementing strategies and tactics that drive towards a defined target; demonstrated ability to evaluate elements which both measure impact and inform future work.
- 8-10 years of justice education or other life experience including approximately 3 years of managing people and / or projects or other directly related experience.
- Experience working or volunteering with faith communities and social justice groups
- Ability to manage multiple projects and associated timelines, anticipate obstacles, identify and involve stakeholders appropriately, use resources wisely
- A strong racial and social justice lens
- Enthusiasm about working for a values-driven organization
- Proven ability to collaborate effectively and engage others in a collaborative process
- Bachelor's degree or 5+ years of related lived or worked experience

Compensation and Benefits:

Competitive salary based on experience. UUSC offers a generous benefits package including health, dental, and life insurance, STD/LTD, 403(b) option, retirement plan with 9% of salary contribution to pension plan after 1 year of service, pre-tax flexible-spending accounts for medical and dependent care, commuter allowance, and generous paid time off.

Non-Discrimination and Equal Employment Opportunity:

UUSC's mission affirms and celebrates the inherent dignity and power of every person. We are committed to creating a diverse and talented team to achieve that mission. UUSC is an Equal Opportunity Employer and is committed to the full inclusion of all. UUSC is deeply committed to ensuring that our organizational culture, policies, and employment practices embody equity and justice.

Interested candidates may email a cover letter and résumé to employment@uusc.org or mail to:

Unitarian Universalist Service Committee
Attn: Director of Human Resources
689 Massachusetts Avenue, Cambridge, MA 02139

For more information about the Unitarian Universalist Service Committee, please visit the UUSC website at www.uusc.org.