

Job Title: Senior Partnership Officer for Climate and Disaster Justice

Department: Programs, Advocacy and Action (PAA Department) / Partner Support and Grantmaking Unit

Reports to: Director for Partnership Support and Grantmaking

Grade: 7 (bargaining unit)

Job Description Summary:

Guided by Unitarian Universalist principles and the Universal Declaration of Human Rights, UUSC is a human rights organization that strives to advance human rights, dismantle systems of oppression, and uplift and affirm the inherent 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 Senior Partnership Officer for Climate & Disaster Justice (SPO) will help inform and advance a strategic plan for UUSC's initiative on climate forced displacement. As part of the partner support and grantmaking team, the SPO will cultivate and maintain a portfolio of grants and build deep and trusting relationships with partners, primarily from affected communities. Based on the needs of the communities, the SPO will implement a range of support beyond grants that may include providing technical assistance, organizing convenings, helping to identify additional financial support for partners, and more. To create deep and meaningful impact, the SPO will work closely with an intersectional team including advocacy, member engagement, communications, justice education, and research to inform and advance a joint strategy. As an expert on climate justice, the SPO will represent UUSC externally with key stakeholders, government officials, the international community, donors, and UUSC board and members.

Essential duties and responsibilities may include but are not limited to:

- Develop and maintain meaningful and trusting relationships with grantee partners and members of affected communities and center their voices.
- Conduct site visits and scoping trips to understand the issues and build relationships with partners and key stakeholders.
- Work with an intersectional team to inform and advance a joint strategy, with a focus on partner support and grantmaking. Research and analyze human rights issues and solicit input from partners and key stakeholders to inform the joint strategy.
- Manage a portfolio of grants and support partners in the development of compelling proposals, reviewing reports, and assessing impact.
- Perform due diligence in developing proposals, including reviewing financial documents; assessing organizational health, sustainability, and reputation; and ensuring alignment with the intersectional strategy.
- Inform the strategic allocation of the grant budget by helping to identify the right partnerships.
- Identify and implement a wide range of support for partners (beyond grantmaking) that is welcomed by the partners and will deepen our collective impact.
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- Work closely with the Director for Partner Support & Grantmaking and the Advocacy, Research and Communications teams to track and document impact related to our climate forced displacement work.
- Work closely with the Director of Advocacy to track and develop policy related to climate forced displacement on an on-going basis to help inform UUSC's advocacy, member engagement, grantmaking, research, and justice education.
- Work with the Advocacy team to engage with a diverse network in the human rights, philanthropy, disaster justice, climate justice, and climate forced displacement fields, comprised of partners, coalition members, grassroots groups, individuals, donors, researchers, government officials, and other stakeholders to inform, learn, advocate, and collaborate on behalf of the affected communities.
- Lead UUSC's response to ecological disasters by tracking crises, preparing assessments, drafting recommendations for rapid and long-term responses, and overseeing grants.
- Provide information on partners, stories of change, and impact to enhance the advocacy, communications, and institutional advancement strategies of UUSC, including the research, drafting, review, and editing of internal and external written communication pieces.
- Contribute to the overall learning and development of the organization and support inter-departmental communication and collaboration.
- Perform other duties as assigned or required by supervisors.

The ideal candidate will have:

- Eight or more years working on human rights and social justice issues in the non-profit or social sector.
- Experience working for or in partnership with grassroots organizations and/or movements.
- Strong working knowledge of the current trends and issues surrounding climate change, migration, human rights, resource rights, food sovereignty, and related climate and disaster justice issues.
- Experience managing a grant portfolio and working with grants management software, preferred.
- Be a strategic and creative thinker; have the ability to understand UUSC's power and place in the movement(s) and how UUSC can use that to advance the interests of our partners.
- Track record of and commitment to applying a strong racial, gender, and social justice lens to the work.
- Demonstrated experience in establishing and working toward the creation of trusting partnerships with grassroots organizations and affected communities.
- Strong analytical and listening skills.
- Proven ability to be a strong team player.
- Demonstrated cross-cultural and international work experience.
- Advanced proficiency in a second language desired.
- Extensive travel, both domestically and internationally, is required 25% of time (COVID-permitting).
- Ability to operate autonomously within area of focus under the guidance of Director of PS&G.
- Bachelor's Degree or 5+ years of related work or lived experience.

Compensation and Benefits

- Target base annual salary range \$80,000 – \$90,000, based on experience.
- UUSC offers a generous benefits package including health, dental, and life insurance, STD/LTD, 403(b) option and retirement plan; tax saving Flexible Spending Accounts (FSAs) 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 in confidence to: employment@uusc.org