



POSITION DESCRIPTION July 8, 2010

Organization	California Forward
Location	San Francisco, Los Angeles, or Sacramento
Position Title	Coalitions Director
Reports To	Executive Director
The Opportunity	<p>California Forward is a nonpartisan, public interest effort committed to improving the quality of life for all Californians by creating more responsive, representative and cost-effective government. In 2010, the organization is starting a statewide conversation in multiple venues with various audiences to collaboratively develop proposals to help make California prosper. The project will also dramatically expand the types of individuals and communities engaged in a governance reform movement.</p> <p>In addition to leading California Forward’s organization-wide coalition building efforts, the Coalitions Director will play a central role in a major civic engagement project in 2010-2011. The Coalitions Director will assume strategic leadership for California Forward’s development, management, and effective activation and utilization of civic coalitions in support of organizational and project goals.</p> <p>A new statewide organization with an annual budget of \$5 million, California Forward bases its work on deeply held values of diversity and inclusion, results-driven strategy, public engagement, and responsive, persistent approaches toward promoting statewide reforms in aid of improving quality of life for all Californians. Learn more about California Forward at http://www.caforward.org/!</p>
Position Responsibilities	<p>Under the direction of the Executive Director, and in coordination with other California Forward senior staff members, the Coalitions Director will be responsible for stewarding relationships with already engaged constituencies and identifying new ones around the state, developing strategies for involving them in relevant California Forward projects, managing broad-based coalitions over time and across multiple projects, and utilizing both traditional and new outreach and coalition building and management techniques to build the commitment of these diverse constituencies in the work of California Forward and the reform of governance in California. At times the Coalitions Director will be working with and reporting to the Executive Director of the California Forward Action Fund.</p>

Specifically, the Coalitions Director will be responsible for the following:

- Securing the commitment of key strategic organizations in all regions of the state to support, endorse and participate in California Forward's reform efforts, including California Forward's fiscal reform plan and the civic engagement project
- Working with other organizations to promote broad participation in the 2011 redistricting process
- Managing a team of California Forward's staff and consultants to identify target groups in California for outreach and coalitions development, including professional and political associations, social groups, and people related by demographic criteria, etc.; develop and execute a strategy for ongoing outreach to these groups
- Working with the Deputy Director, Project Directors and Communications Director to develop and execute a multifaceted, statewide coalition development and activation plan, including strong minority, youth and business outreach
- Collaborating with California Forward staff and consultants to develop materials to support outreach and engagement activities
- Discerning and coordinating strategic collaboration and outreach opportunities to expand the number and quality of California Forward's partnerships and alliances
- Providing oversight to California Forward's data collection methods, tools, and measures for evaluating coalition building activities to assist in strategic decision making
- Working with the Executive Director and other California Forward staff to maintain a cohesive, positive and results-oriented internal team and to advance California Forward's public reputation as a trustworthy, forward-thinking, public-interest political movement

Profile of the Successful Candidate

The Coalitions Director will be a results-oriented entrepreneurial thinker with strong interpersonal, collaboration, and advocacy skills, who has a dynamic and inclusive approach to leadership. This position requires the ability to strategize creatively, develop plans for implementation of the strategy, and then execute based on those plans, achieving concrete and measurable results. The successful candidate will have a skills profile that balances creative and analytical thinking. Experience in leading broad-based community improvement initiatives and political campaigns would be helpful, especially as California Forward seeks an engaging and dynamic professional to build networks, inspire commitment, and facilitate action toward change in California.

More specifically, California Forward seeks a professional who has:

- Significant experience in public outreach and coalition building
- Significant campaign experience
- Excellent interpersonal skills; demonstrated ability to achieve buy-in among diverse constituents
- Ability to work effectively with a wide range of constituents from a variety of backgrounds—sometimes opposed to each other

- Solid understanding of California’s political landscape as well as the policy preferences and politics of key stakeholders and potential partners across the state
- Demonstrated ability to plan and think strategically, set realistic goals and objectives, and balance multiple priorities
- Demonstrated flexibility and creativity to adapt strategy based on challenges, limitations or opportunities
- An inclusive, consensus-building leadership style both in and out of the public spotlight that inspires Board members, staff, clients, benefactors and partners in the community
- Strong written and oral skills as well as strong listening and public speaking skills, including the ability to make compelling presentations about complicated topics to large groups
- Ability to work on multiple projects with changing priorities and meet deadlines
- Excellent relationship-building and fundraising skills
- Strong integrity and a commitment to professional excellence
- The ability to forge pragmatic solutions in environments characterized by ambiguity and complexity
- An undergraduate degree in a related field

In addition, the successful candidate will likely have:

- An advanced degree in a related field
- A track record of building partnerships, coalitions, and alliances in the public spotlight and across sectors, communities and fields of practice
- Experience in managing a team and the individuals that comprise it, bringing out the best in each member
- Proficiency in Spanish (spoken)

Start Timeframe

We seek to have the right individual in place by Fall 2010.

Compensation

This position offers competitive compensation and excellent benefits.

To Apply

All applications are held in strict confidence. Please submit your credentials and a letter of interest via email to The 360 Group at:

CAFwd@the360group.us

Applications should be directed to the attention of Vincent Robinson, Managing Partner. No calls, please. To be considered, The 360 Group must receive applications no later than **5:00pm Pacific time on Thursday, August 19th, 2010.**

At The 360 Group, we know that a richly diverse mix of professionals makes organizations more effective. As such, we make demographic and experiential diversity a hallmark of all our work, including search engagements.