Founded in 1978 in Seattle, Washington, Legal Voice is a nonprofit civil rights advocacy organization fighting for social justice and gender liberation in the Pacific Northwest. We challenge patriarchal and racist power structures to widen pathways to justice so that all people can live their lives with dignity, safety, and autonomy.

Legal Voice has continually evolved and changed to meet the growing needs and has expanded to serve communities in Idaho, Washington, Alaska, Oregon, and Montana. We actively seek and engage individuals and groups in our community who have been impacted by gender and racial discrimination. Legal Voice lifts the voices of our community partners, and they guide our work as we address their issues through education, advocacy, and legal action at the state and federal levels.
Legal Voice’s work is centered in these program areas:

- Gender-Based Violence
- Economic Justice
- Healthcare Access
- Reproductive Freedom
- Gender Discrimination

We learn from our clients, allies, partners and community members about practices and laws that stand in the way of equality. We address those issues through lawsuits, advocacy, and education. From courtrooms to the court of public opinion, we challenge patriarchal and racist power structures to widen pathways to justice.

Legal Voice has a staff of 12 in Washington and Idaho, an 8-person Board of Directors, and an annual budget of $1.8 million plus an additional $1 million in pro bono legal services.

Learn more about our mission, vision, and values at legalvoice.org.
HOW WE DO IT

Thank You for your Support During Give BIG and Idaho Gives!

- **Legislative Program:** We participate in the legislative process in Idaho and Washington by drafting, lobbying, and monitoring legislation impacting BIPOC and LGBTQ communities and by educating lawmakers during the legislative session, ensuring that all voices are heard and represented.

- **Litigation Program:** When an issue is raised by our community, we partner with local activists and organizations like the ACLU, Planned Parenthood, and the Center for Reproductive Rights to pursue litigation in the court system to protect civil rights. Our clients are activists standing up for more than themselves and we are here to support them, empower them to know their rights, and to amplify their voices.

- **Legal Education Program:** When community members approach us with “hot topics” we share our expertise through events, collaborations, and free know-your-rights materials.
WHAT YOU WILL DO

Legal Voice is committed to equity and to sharing power. In 2021, we eliminated our hierarchical internal structures and moved to a shared leadership team model.

Together with the Co-Director of Operations and the Co-Director of Advocacy, the Co-Director of Development and Communications will be part of Legal Voice’s leadership team, helping to create a new multiyear plan. The person in this role will also lead Legal Voice’s fundraising and communications efforts to raise $2 million annually, while also raising our profile in all five states that we target.
ORGANIZATIONAL LEADERSHIP

• Partner closely with the other Co-Directors, board, staff, and community stakeholders to create a new multi-year strategic plan that supports our current work and prepares the organization for growth and further expansion

• In close partnership with the other Co-Directors, ensure that Legal Voice has the systems, processes, and people in place to expand with boots on the ground to serve all five states in the Pacific Northwest

• Provide intentional, effective leadership by building strong relationships with stakeholders across the organization including community partners, internal staff, and the Board

• Co-architect an authentic, non-hierarchical internal culture of collaboration and co-creation across the organization

• Participate in new board member onboarding, providing fundraising education at a level that is attainable and comfortable for each member

• Encourage a culture of philanthropy, where each team member in the organization is equipped to be a Legal Voice ambassador
Fundraising & Communications

- Establish, communicate, and monitor a strategic, community-centered fundraising and communications plan in support of the organization’s overall strategic plan, goals, and commitment to race equity.
- Guide communications staff and outside vendor(s) to craft and execute strategic communications for each of our target audiences that support our programmatic and legislative goals.
- Lead the work of identifying new donors and increase philanthropic support from individuals, foundations, corporations, and institutional partners that align with Legal Voice’s values.
- Build and expand a sustainable and scalable Major Gifts program that includes your own portfolio of major donors.
- Actively support the Board and other team members’ donor interactions, engagements, and events.
- Develop relationships and partnerships with impacted communities to expand awareness of and support for Legal Voice.
WHAT YOU WILL BRING

Co-Director candidates will bring a deep passion for Legal Voice and our commitment to co-creating a world where each person is seen in their full humanity, thriving in communities free from oppression and racism. They will have experience leading fundraising and communications efforts for a nonprofit and will approach their work and team with self-awareness, emotional intelligence, and humility. Additionally, they will understand Legal Voice’s mission and will have the energy to be motivated by the opportunity to live their values.

Each candidate will be an innovative entrepreneur with a track record of leading diverse groups with differing levels of expertise through successful fundraising and communication plan execution with measurable results. The selected candidate will be an excellent storyteller who understands how to engage, educate, and inspire donors, legislators, and community members. They will also understand the differences in how to communicate with each group. Lastly, they will be a fearless fundraiser who has built and maintained long-standing relationships with contributors and secured major gifts to generate consistent, sustainable revenue.
WHAT YOU WILL BRING

Candidates will also bring the following skills and experiences:

- A commitment to race and gender equity that includes an understanding of the intersection of gender and racial oppressions as well as a willingness to be self-reflective and willing to grow and learn around these topics
- Five years leading development and communications teams, including managing outside consultants and partnering closely with internal subject matter experts
- Demonstrated success individually raising $500,000 or more annually and leading a team to raise at least $2 million
- A knowledge of all aspects of fundraising to include experience with individual donors, corporations, foundations, government funders, and high net worth individuals
- Experience leading social change communications for an advocacy organization including, creating compelling and relevant content such as op-eds, educational materials, blogs, social media posts, and other external and internal communications to expand the reach and impact of our work
- A strong sense of socio-emotional intelligence, integrity, and commitment to fostering equity, inclusion, and anti-oppression in their work with staff, community partners, external consultants, media, and other core collaborators
- Demonstrated ability to collect, analyze legal and legislative data and use it to tell a compelling story that is adjusted and targeted for different audiences
- Strong written and verbal communication skills including comfort as a spokesperson of an organization across a diverse audience
- Experience continually improving processes, systems, and experience using DonorPerfect, Constant Contact, or similar software systems
WHAT WE OFFER

Compensation

This full-time position has a salary range of $110,000-$120,000, depending on experience.

Benefits include medical, mental health, dental and vision coverage; generous paid time off each year; 401K eligibility after six months of employment with a possible employer contribution; flexible and generous family leave; self-care Fridays; and professional development opportunities.

Location

Legal Voice is headquartered in Seattle, Washington. The role will require occasional travel to meet with partners in Idaho, Oregon, Montana, and Alaska.
Legal Voice is an Equal Opportunity Employer, committed to addressing discriminatory practices, and to working toward racial equity. Our values include honoring and supporting the self-determination of communities of color and marginalized communities, and we aim to build the power of these communities. We value building authentic relationships with and being accountable to communities of color and other marginalized communities.

We seek candidates who share our values and candidates of color and from diverse communities are especially encouraged to apply. We invite applicants with disabilities who may need accommodations in the application process to contact us.

To be considered, please visit Co-Director, Development & Communications and submit both your resume and cover letter together in one PDF document expressing your passion for the mission and fit for the role. The role will remain open until filled and candidates are encouraged to submit materials before July 29, 2023.

The search for the Co-Director, Development & Communications is supported by a team at ND Executive Search. Please do not reach out to Legal Voice. Questions and nominations of potential candidates should be directed to:

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