



<b>Position</b>	Movement Building Director	<b>POSITION OVERVIEW:</b> The Movement Building Director is committed to exploring new, innovative pathways to lead ICADV members and essential partners deeper into gender, racial, and social justice. The position plays a vital role in advancing our <i>Action and Accountability</i> plan, building beloved community, and serving as an architect, strategist, and support to members, advocates, and community leaders.
<b>Classification</b>	Full-time, Exempt	
<b>Salary/Wage</b>	\$50,000	
<b>Responsible to</b>	Executive Director	
<b>Location</b>	Remote and in-office as required	
<b>Main Office</b>	Des Moines, IA	

**COMMITMENT TO EQUITY**

*ICADV is committed to building a diverse team that reflects the communities we serve and presents various experiences, backgrounds, perspectives, and skills. We encourage applications from those with diverse backgrounds. ICADV provides equal opportunity to all persons regardless of age, race, color, ethnicity, national origin, sex, gender identity, sexual orientation, ability, religion, political affiliation, economic position, relationship status, residence, or criminal history.*

**ABOUT ICADV**

ICADV is a state-level non-profit organization working to address the needs of survivors of domestic violence for more than 35 years by challenging systems of inequity and developing resources through movement building, training and education, legislative action, and direct services. ICADV's primary activities include engaging in systems change, developing leadership skills, and strengthening state-funded member domestic violence and shelter programs. We facilitate training, education, and technical assistance to organizations and leaders seeking to end interpersonal and system-based violence. ICADV survivor-focused programs include housing & economic justice education and legal assistance to victims. As an organization engaged at the state and national levels, we coordinate legislative action at the state level.

**PROGRAMMATIC RESPONSIBILITIES**

- Develop and map a strategic vision and direction to engage ICADV's member programs and key partners deeper into gender, racial, and social justice
- Identify and develop community-based partnerships and coalitions to center health equity, social determinants of health, and support other intersectional advocacy efforts that keep individuals and their families safe
- Facilitate communication among member organizations, including the distribution of relevant information
- Manage, maintain, and update membership process, including applications and dues requests, and coordinate membership meetings.
- Integrate community organizing with long-term, sustainable movement-driven policy change efforts in conjunction with the director of Public Policy; work to integrate policy research and advocacy with grassroots organizing

- Attend community meetings on behalf of ICADV to hear community concerns, provide information about community engagement, and advocate for ICADV's inclusion
- Create and execute data-driven campaigns to build and strengthen the movement to end violence in collaboration with ICADV's team
- Conduct training, technical assistance, and consultation
- Other responsibilities include logistics, participation, and implementation of the national culturally specific needs assessment to identify the extensive impact of COVID-19 and the state of the workforce in the field of victim services to improve health, well-being, and sustainability

**WHAT DOES IT TAKE?**

Experience comes in many forms. We value all of you, your connection to the communities we strive to center, and what you may share with ICADV.

- Demonstrated understanding of issues surrounding gender, racial and social justice, and violence prevention work
- Experience and success in building relationships and working in partnership with local leaders, community organizations, and system stakeholders
- Ability to flex communication style to multiple cultural environments and ability to engage with racially, ethnically, and socioeconomically diverse communities
- Committed to centering the experiences and needs of Black, Indigenous, Latinx, and other people of color who experience violence to advance reform that promotes healing for all people impacted by violence
- Strong written and verbal communication skills, including experience with public speaking, training, and meeting facilitation; Comfortable in front-facing situations both internally and externally
- Ability to problem-solve, take initiative, exercise sound judgment, and work independently
- Minimum of a bachelor's degree in a related field; OR an equal number of years working in a related field

**HOW DOES ICADV SUPPORT YOUR THRIVING?**

As a non-profit organization, salaries are not as high as those in the public sector. ICADV is committed to providing additional benefits that support your health as a staff person and individual and maintain work/life balance.

Your work with ICADV may also qualify you for the Public Service Loan Forgiveness program. For more information: <https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service>

<b>SALARY</b>	\$50,000 <i>(negotiated depending on experience)</i>
<b>FRINGE BENEFITS</b>	<ul style="list-style-type: none"> <li>• Single group-health insurance (\$100 of total premium paid by employee); Family healthcare option available at employee cost</li> </ul>



	<ul style="list-style-type: none"> <li>• \$400 Monthly Benefit Allowance for health insurance, dental, vision, flex spending, or agency-sponsored 403b.</li> <li>• \$50,000 Life-insurance policy, \$25,000 for partner, \$5,000 for dependent child(ren)</li> <li>• Employee Assistance Program</li> <li>• Cell phone reimbursement- up to \$75 monthly</li> </ul>
<p><b>VACATION &amp; LEAVE</b></p>	<ul style="list-style-type: none"> <li>• <b>Vacation:</b> 14 hours/1.75 days a month (21 days a year. Maximum accrual 168 hrs.) with an increased vacation every two years.</li> <li>• <b>Sick Leave:</b> 12 hours/1.5 days a month (18 days a year. Maximum accrual 480 hrs.)</li> <li>• <b>Shared Sick Leave Pool:</b> Available for use when an employee does not have accrued sick leave</li> <li>• <b>Holidays:</b> ICADV offices are officially closed on the following days:             <ul style="list-style-type: none"> <li>▪ New Year's Day</li> <li>▪ Martin Luther King Jr.'s Birthday</li> <li>▪ Memorial Day</li> <li>▪ Juneteenth</li> <li>▪ Fourth of July</li> <li>▪ Labor Day</li> <li>▪ Indigenous Peoples Day</li> <li>▪ Veteran's Day</li> <li>▪ Thanksgiving Day</li> <li>▪ Day after Thanksgiving</li> <li>▪ Christmas Eve <u>through</u> New Year's Eve.</li> <li>▪ One floating holiday</li> </ul> <p>Additional considerations as requested to honor employee's personal religious or cultural practices.</p> </li> <li>• <b>Parental Leave:</b> 8 weeks paid, with four additional weeks optional from employee leave.</li> <li>• <b>Funeral Leave:</b> Up to Five Days</li> <li>• <b>Personal Days:</b> Five sick leave days may be used as personal days.</li> <li>• <b>Paid Administrative Leave</b> in circumstances of natural disaster &amp; pandemic</li> <li>• <b>Employee Longevity-Leave:</b> Three months paid longevity leave after every ten years of employment.</li> </ul>
<p><b>WORK CULTURE</b></p>	<ul style="list-style-type: none"> <li>• Come as you are and bring all of you.</li> <li>• Take care of yourself. If you're sick, stay home. If you need time off, take it.</li> <li>• We encourage flexibility, supporting a healthy work/life balance. Work a flexible schedule at home or in the office, depending on your daily activity.</li> <li>• Take opportunities to participate in training and engage with individuals and organizations from around the country (as funding allows).</li> </ul>

**INTERESTED?**

Does this position pique your interest? If so, send your cover letter, resume, and three references to [director@icadv.org](mailto:director@icadv.org). The position will stay open until filled.

Have questions? You can call 515-244-8028 or email ICADV Executive Director at [director@icadv.org](mailto:director@icadv.org).

**SAFETY CONSIDERATIONS FOR THE INTERVIEW PROCESS**

Due to the ongoing pandemic, candidate interviews may be conducted virtually or in-person with PPE and social distancing. The candidate and ICADV's Executive Director will determine the setting for the interview.

**SUPPORTING YOU FOR THE INTERVIEW PROCESS**

ICADV will provide support to all individuals selected for interviews to ensure they bring their whole selves, including but not limited to reliable access to technology, phone service, internet connection, transportation, childcare, and travel costs associated with the interview.