

Chief Advocacy and Equity Officer

El Centro Hispano (ECH) is looking to hire an enthusiastic and driven person for the newly created position of Chief Advocacy and Equity Officer. Reporting directly to the President & CEO, the Chief Advocacy and Equity Officer serves as a member of the Executive Management Team. This person is responsible for executing broad-based advocacy leadership work at local and state levels, builds on community work within El Centro Hispano programs to support both the engagement of client voices in our advocacy efforts, as well as to support the recruitment of employees and volunteers to engage with ECH focusing on talent acquisition that represents communities that El Centro Hispano serves. The Chief Advocacy and Equity Officer is a position that has two primary functions that overlap.

The purpose of the position is to drive policies and practices that are mission synced with ECH, helping raise the voices and resilience of our clients, the impact of our workforce, and the engagement of our human service sector in critical systems change that creates a socially just society. As a member of the ECH executive team, the Chief Advocacy and Equity Officer will play a key role in coordinating existing and emerging practices and structures to support Diversity, Equity and Inclusion work at ECH, in partnership with the full Executive Team, and in concert with the full Management Team.

Candidates for this position must:

- Demonstrated success in advocacy work as well as broad experience in supporting diversity, equity and inclusion work
- Strong relationships within the communities in our service area
- Experience with diverse recruitment and staff development
- Advanced degree and/or professional certification and 3-5 years of previous related experience with broad responsibilities in a majority of the advanced governmental advocacy skills, including experience in launching and leading coalitions that support social determinants of health
- Experience in driving internal initiatives within a system, with ability to work with multiple levels and roles in order to lead change
- Leadership experience in Equity, Inclusion and Diversity work, with an emphasis on coaching towards organizational growth in this area
- Have experience in canvassing, grassroots movements, participatory approaches, advocacy, and/or community mobilizing in North Carolina
- Knowledge of Latino community and their lived experiences
- Have excellent communication and presentation skills.
- Understand systems of power and the NCGA.
- Have extensive understanding of office software such as Word, Excel, Power Point, etc.
- Be eligible to work in the state of North Carolina.
- Agree with the mission and vision of El Centro Hispano

Management Duties:

- Attend Manager's meetings
- Regularly update the Management of El Centro Hispano on key issues and priority areas
- Update or create internal policy, in collaboration with the Management of El Centro Hispano
- Make presentations, media interviews, and, at times, travel to conferences

Policy Watch/Development:

- Work with the Legislative Liaison and the leadership of the organization to inform the advocacy platform of El Centro Hispano; help design advocacy messaging
- Be informed and monitor policies affecting El Centro Hispano's priority areas

Leadership Development:

- Build strategic partnerships with grassroots groups, advocacy organizations and community leaders
- Manage policy interns and community advisory board of Advocacy and Civic Participation Department of El Centro Hispano

This is a full-time exempt salaried position with benefits, such as; paid vacation, health insurance, dental insurance, etc. Starting yearly salary: \$58,240.

To apply, send a cover letter and resume/CV to procha@elcentronc.org.



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