



ROLE: Deputy Director of the Leaders of Color Initiative

LOCATION: Memphis, TN

START DATE: ASAP

TRAVEL REQUIREMENTS: 50%

Democrats for Education Reform is a national political organization that supports elected Democrats and candidates for office who seek to expand policies and practices that work well for America's students and confront those that do not. We are education progressives who prioritize students and families, especially low-income students and students of color who should be better served by our country's public education system.

**Position Summary:** The Leaders of Color Initiative is responsible for recruiting, electing, and elevating the next generation of Black and Latino leaders to public office. You will be responsible for executing the elements of the strategic plan, developing and leading trainings in the program's core regions, managing the growth of the initiative in other regions, and recruiting a team to bring the initiative to scale.

This position reports to the National Director of the Leaders of Color Initiative, works closely with the President of Democrats for Education Reform, and other members of its senior leadership team.

**Major Job Duties:**

- Coaching and supporting a portfolio of candidates across 2-4 regions
- Supporting the policy needs of candidates
- Refining and leading recruitment in expansion regions including managing relationships with key stakeholders and organizational partners, assessing the application and selection processes to ensure a pool of vigorously vetted applicants
- Training high-quality moderators
- Supporting fellows through an individualized leadership plan and provide coaching and 1-1 engagement
- Managing relationships with the organization's state directors, to design, develop and deliver similar trainings, to support the diversity of the organization's public leadership

- Conduct ongoing evaluation and analysis of the impact of our work

The ideal candidate will possess the following qualifications and skills:

- Bachelor's Degree required
- 7 years professional experience required, including at least two years working directly in a related field
- At least 2 years of experience developing or facilitating leadership trainings for adult learners
- At least 2 years of staff management experience
- Strong attention to detail and interest in creating reports
- Dedication to our mission and commitment to policy reforms that will improve educational opportunities for all students, particularly students of color and low-income students
- Interest in politics and advocacy on both a national and state legislative level
- Ability to communicate effectively with colleagues, attention to detail, confidentiality, time management, flexibility
- A sense of humor and humility, comfort with complexity
- A strong racial and social justice lens

**Compensation:** Competitive salary, commensurate with experience. DFER is proud to offer excellent benefits: health and dental coverage; life insurance; short- and long-term disability; 401K with a match plan; flexible spending/benefits plan; holidays and vacation.

**Commitment to Diversity:** Democrats for Education Reform seeks individuals from all backgrounds to apply for this position. DFER continuously ensures that an equity lens and a specific focus on diversity, equity, and inclusion is present in each aspect of our work and embedded into our organizational fabric.

**How to Apply:** Please apply as soon as possible, even if you are not available to start immediately. All applications are held in strict confidence. Interested applicants should send resume, cover letter and at least three professional references (references are not contacted until you have had a successful interview and are notified) to: [tenicka@dfer.org](mailto:tenicka@dfer.org).