



Executive Director

Philadelphia, PA



About Justice at Work

Justice at Work (JAW), formerly known as Friends of Farmworkers, has been advancing the rights of workers in Pennsylvania for more than 45 years. While originally focused on agricultural workers, they now provide legal aid, community education, and advocacy to immigrant and low-wage workers across industries.

Values

JAW recognizes that justice is a process, not necessarily a particular result. They use various tools to help people achieve lasting change in their communities. JAW connects clients to meaningful information that they can share with others to effect change.

At Justice at Work, the organization's core values are diversity, equity, inclusion, and belonging. JAW strives to incorporate these values into its substantive work, hiring, promotion, retention, communications, contract and vendor selection, and workplace environment.

JAW believes that a diverse and inclusive organization fosters creativity, maximizes staff potential, and improves service to their client community. Justice at Work's experienced team of advocates and attorneys brings energy, expertise, and dedication to Justice at Work.



The Opportunity

The Executive Director of Justice at Work leads the organization in the day-to-day pursuit of its mission, appearing on behalf of the organization and the movement it represents, hiring and directing staff and consultants, and is responsible for fundraising, directing its programmatic, policy, and legal activities and carrying out strategies and policies set by the Board.

The Executive Director is expected to be a collaborative leader and team builder who, with the Justice at Work staff, builds and maintains strong partnerships with farmworker organizations, allied groups, policymakers, federal and state agency leaders, funders, other volunteers, and progressive voices in the labor, immigrant, environmental, public health, food, and agricultural worker communities.

Primary responsibilities include:

- Articulate a vision where workers are treated with dignity, protected from dangerous working and living conditions, and are suitably compensated for their work.

- Strategically manage and deploy JAW's resources to achieve maximum impact to achieve its mission.
- Create and manage an office environment in which employees are valued and supported.
- Support the development and pursuit of a policy agenda advocating for the interests of workers on a national and state level.
- Participate in individual and high-impact litigation in collaboration with allied organizations.
- Converse with local, statewide, and national organizations including grassroots organizations that work to achieve justice for workers.
- Increase resources by cultivating new sources of revenue and communicating effectively with existing funders.
- Strategic decision-making regarding cases, advocacy, and policy-making the organization undertakes.



The Candidate

Required skills and experience:

- 8-10 years of progressive leadership experience in the nonprofit sector, preferably with organizations committed to working with underserved clients and communities.
- Experience working in immigration and/or employment law is highly desirable.
- Bachelor's degree or equivalent experience required; a law degree is highly desirable.
- Strong interpersonal skills, a collaborative approach, and can lead a team to success.
- Knowledge of HR labor relations and/or work experience with union relations.
- Ability to cultivate and develop relationships with donors, including individuals, foundations, and government entities.
- Experience or ability to create a strategy in response to the current challenges facing the organization and the constituency it represents.
- An awareness of current laws, policies, and customs that impact workers.
- A commitment to diversity, equity, and inclusion. Ability to apply racial justice principles in the workplace.
- Experience and comfort with a fast-paced work environment.

Desired skills and experience include:

- Track record of successfully developing and executing a strategic plan including an effective, strategic communications and advocacy plan.
- Experience in recruiting, training, leading, and retaining quality staff who are values-driven.



The Candidate

Desired skills and experience include continued:

- An understanding of, and willingness to engage, with news and social media.
- Ability to take the lead in fundraising and the pursuit of new funders, engaging the Board, and other staff when appropriate.
- Understanding of budgeting, operations management, and Board relations. Strong financial acumen is a plus.
- The ability to write and speak with clarity and passion about workers' rights, needs, and solutions to challenges they face.
- Possess a collaborative spirit that lends itself to success in coalition-building and staff management.
- Ability to use technology and social media to create and execute a public relations and communication strategy.
- Spanish language skills.



Applications can be submitted at:

<https://waterstonehc.com/driwaterstonehc/position/jaw-executive-director/>

All first-round interviews for this position will take place via video conference with DRiWaterstoneHC. DRiWaterstone is women founded and led executive search firm recognized by Forbes magazine as one of the leading executive recruiting firms in the U.S. With a focus on mission and purpose-driven organizations, we provide executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel. Since its founding in 2001, DRiWaterstone has successfully completed nearly 1,000 executive search assignments with a 98% candidate placement rate.

EQUAL OPPORTUNITY EMPLOYER

Justice at Work provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.