

Job Announcement

Title: Power Building Director
FLSA: Exempt, Full-Time
Location: Remote in California
Supervisor: Executive Director
Revised: June 2023

About

Asian American Futures (AAF) invests in emerging grassroots organizations, builds narrative power and activates new voices to shape a powerful AAPI majority rooted in solidarity, belonging and self-determination. We are driven by our mission, which is to ensure Asian Americans and Pacific Islanders are Seen, Heard, Empowered, and United. Asian American Futures is committed to transforming how AAPIs are represented in the media, in our communities, and in our democracy by building power and multi-racial solidarity amongst Millennial and Gen Z AAPIs.

We are seeking a full-time Power Building Director to join our team and lead Asian American Futures' efforts to build community and electoral power. Our power-building efforts are housed within Activate CA, a state-based initiative that activates and empowers Millennial and Gen Z Asian American and Pacific Islander (AAPI) communities to stand up for racial solidarity and justice. The power building initiative will engage AAPI audiences who are not currently part of the social justice ecosystem, or who are earlier on their political journeys, to support racial solidarity and justice, transform our electorate, and build a better future for all of us.

The position requires a strong entrepreneurial spirit to work within a start-up environment. We are seeking a candidate who can take [nascent insights](#) about our stretch audiences and transform them into robust, tangible vehicles for collective action. They will work closely with AAF team members to ensure that programming is complementary to AAF's narrative work and investments in AAPI community-based organizations. Programming could look like:

- Resources for Millennial parents to talk to their children about social justice
- Partnerships with student groups to strengthen their members' knowledge of social justice issues and practice cross-racial solidarity
- A campaign to promote voting and civic participation amongst AAPIs who are skeptical of the political process
-or something else!

The ideal candidate is driven by a passion for AAF's commitment to AAPI communities, innovation, justice and racial solidarity. This position reports directly to the AAF Executive Director.

RESPONSIBILITIES:

- **Leadership:** Develop creative, impactful programming that moves Gen Z and Millennial AAPI audiences on a journey to understand and embrace racial solidarity and justice.
- **Innovation:** Be willing to take risks, experiment, and identify novel approaches to engaging and building power among next generation AAPI communities that are additive and complementary to existing movement efforts. Be creative in using a wide community change toolkit that could include direct campaigns, convening, narrative and digital strategies, and enlisting an array of partners.
- **Experimentation:** Develop power building initiatives that can be scaled and replicated across diverse populations, geographies, and communities. Be able to pivot quickly when needed and try new strategies and approaches to strengthen impact.
- **Collaboration:** Build partnerships with a wide range of groups, from student groups to community-based organizations, and share lessons learned with key stakeholders. Collaborate with AAF team members to bring new initiatives to life. Work with leaders from other communities of color to develop cross-racial strategies and programs.
- **Research:** Commission research to understand the types of power building strategies that could serve diverse audiences and translate into effective programming.
- **Continuous Learning:** Develop appropriate metrics to measure the effectiveness of programming. Create materials, curricula, or other tools to support programming. Learn from others in the field who are innovating in this area. Gather feedback from partners and community leaders on the effectiveness and impact of programs in order to propel improvements and pivot as needed.
- **Fundraising:** Support fundraising efforts for the power building initiative, including individual and institutional donor development.
- **Organizational development:** Work closely with the AAF team to develop and nurture a positive organizational culture that encourages teamwork, innovation, inclusion, and respect for racial equity and cultural diversity and an open exchange of diverse ideas.

Skills and Qualifications

- 5+ years of experience working on community organizing, electoral, political, or other power building efforts.

- A proven leader who is entrepreneurial, creative, agile and can translate vision into action.
- Experience working with diverse AAPI communities and demonstrated knowledge, understanding, and ability to partner and unite diverse ethnicities.
- Proven track record and deep commitment to racial solidarity with other communities of color.
- Deep understanding of power building, electoral organizing and integrated voter engagement. Direct experience in developing a grassroots base and/or field campaigns.
- Proven and successful track record in creating and implementing programs and events to connect community members with movement-based organizing work and empower individuals to volunteer, donate and lead.
- Familiarity with diverse AAPI communities, strengths, and needs especially in California.
- Strong communication skills: written, verbal, interpersonal, stakeholder relationship management, building consensus, persuasiveness, listening, and diplomacy.
- Strong organizational development skills and experience managing and motivating a diverse team of staff and partners.
- Experience supporting content creation and/or a creative practice, e.g. tiktoks, youtube videos, instagram posts, journalism, producing exhibits, creating arts installations, launching comms campaigns, or other projects
- Ready to work in a fast-paced, fully remote startup environment
- Acts with integrity, kindness, and dedication with an openness to feedback

Work Environment

This position is 100% remote-based with a 9/80 workweek schedule

Compensation

- Salary is commensurate with qualifications and experience
- Competitive benefits package that includes a menu of medical, dental and vision plans with generous employer contribution
- A 401(k) retirement savings plan, with up to 3% employer match after one year of full-time employment
- 3 weeks (120 hours) Paid Time Off + holidays + summer self-care week + time off between Christmas and New Years
- Work-from-home allowance
- Monthly stipend for cell phone
- One-time allocation for remote technology needs

Physical Requirements:

- Prolonged periods sitting at a desk and working on a computer.

- Regular travel throughout California and other states for meetings, events, etc. as needed

Directions to Apply

Please submit a cover letter articulating your expertise and connection to our mission, as well as a resume, with the email subject line, "Power Building Director" to hr@asianamericanfutures.org. Applications accepted until the position is filled.

Asian American Futures is proud to be an equal opportunity employer.