

PL+US
+ACTION

LEADERSHIP PROFILE

EXECUTIVE DIRECTOR

PL+US AND PL+US ACTION FUND

LOCATION: FLEXIBLE



THE OPPORTUNITY

PL+US: Paid Leave for the US and PL+US Action Fund are seeking a visionary, strategic and dynamic Executive Director to lead the organization in its groundbreaking work to win paid family and medical leave for everyone in the U.S.

The new Executive Director will play a leading role in passing a once-in-a-generation public policy that would change the lives of millions of Americans and take the helm of PL+US at a moment of unprecedented opportunity:

- + The urgent need for paid leave has been laid bare by the pandemic. 113 million Americans still do not have access to paid leave. The lack of paid leave policies perpetuate inequities and have a disproportionately negative impact on communities and families of color.
- + The new presidential administration made caregiving and paid leave central in its policy platform and has positioned paid leave as critical to the country's economic recovery. Leadership in the House of Representatives has re-introduced legislation for paid leave.
- + Nine states and DC now have a paid leave program. There has also been an increase in the adoption of high-quality leave policies in the private sector.
- + There is an ongoing, robust dialogue about the need for paid leave in the media with compelling stories of families whose lives have been severely impacted without access to leave.

In this extraordinary moment, the Executive Director will lead this work with a dynamic organization that has quadrupled its size in the past 5 years; an ambitious, smart and high-performing team of 20+ staff members; committed funders who believe in PL+US' work and an engaged and supportive board.

ABOUT PL+US AND PL+US ACTION FUND

PL+US works to transform workplaces, public policy and culture so everyone can give and receive family care when it matters most.

In just five years, PL+US has won paid leave for nearly 8.5 million people. In partnership with employees, employers, consumers, and investors, PL+US won change at some of the top employers in the country, including Walmart and Starbucks.

PL+US has developed a unique set of levers in the campaign for paid leave: relationships with both vocal champions and moderates; political work that can hold elected officials accountable; the ability to move the private sector into a leadership role on the issue; and a powerful grassroots base to leverage in the states.

PL+US is a leader in creating cultural change on attitudes and public opinion on the need for paid leave; this work includes innovative corporate partnerships like its ongoing collaboration with the groundbreaking Dove Men+Care campaign.

PL+US is committed to actively building tools, systems, practices, and team culture to support anti-racism work at all levels of the organization and within the broader movement.

*We have one mission:
winning high-quality
paid family and
medical leave for
everyone.*

THE ROLE

The Executive Director will build upon the success of PL+US over the last five years and provide visionary leadership and strategy for PL+US and the movement for paid family and medical leave.

The Executive Director will report to the Board of Directors, closely collaborate with an outstanding team of 20+ staff members and hold overall strategic and operational responsibility for PL+US' achievement of its mission, campaigns, programs, growth, and sustainability.

The ideal candidate will be an exceptional strategist and a dynamic leader with a command of movement building, a demonstrated commitment to racial equity, and a talent for communicating bold and ambitious ideas.

The Executive Director will be passionate about the importance of paid family and medical leave and the real-life impacts access to paid leave has on peoples' lives. The Executive Director will be a driving force in leading organizational campaign strategy, ranging from politics and policy advocacy, to corporate engagement, cultural acceptance and societal change.

The Executive Director will forge deep and powerful relationships with a variety of stakeholders, including funders, allies in the paid leave and care economy advocacy community, elected officials, advocates, and Fortune 500 executives.

The Executive Director will be a leading voice on the national stage conveying the urgent need for millions of American families to have access to paid leave.



KEY RESPONSIBILITIES

VISION AND LEADERSHIP

- Develop bold, ambitious and innovative strategies for PL+US and the paid leave movement, in collaboration with the board, staff and allies
- Voice a clear, compelling vision for the organization that galvanizes the team, funders, allies, advocates and partners
- Serve as a spokesperson and thought leader for PL+US and the paid leave and care economy movement
- Embody PL+US' commitment to anti-racism, justice and equity in its workplace and our society

FUNDRAISING

- Lead PL+US' fundraising and initiatives to grow the organization's capacity and sustainability
- Collaborate closely with development staff on fundraising strategies
- Inspire confidence in PL+US' work and create a network of committed, engaged supporters
- Develop and expand trusted relationships with current funders
- Create new opportunities for financial engagement for institutional and individual funders

EXTERNAL LEADERSHIP

- Serve as a compelling spokesperson and storyteller in a variety of media settings
- Raise the profile of PL+US and the need for paid leave through thought leadership, partnerships and relationships with a variety of stakeholders, including coalition partners, elected officials, corporate leaders and advocates
- Play a key role in influencing movement strategy and build trusting, transparent relationships with coalition leaders
- Develop deep and transparent relationships with external stakeholders in strategic multi-organizational spaces and partnerships

ORGANIZATIONAL MANAGEMENT

- Develop, maintain, and support a strong Board of Directors; seek and build board engagement with strategy, governance, financial oversight, and resource development
- Empower, support and inspire a diverse group of passionate, committed, and high-performing staff
- Lead development of high-level organizational strategies, including culture change, intellectual leadership, grassroots organizing, corporate engagement and campaigns, fundraising, and legislative, campaign and political strategy
- Sponsor JEDI (justice, equity, diversity, and inclusion) vision and strategy to advance an anti-racist culture at PL+US
- Partner with the Chief Operating Officer on annual goal and budget setting processes to align programmatic priorities with organizational strategic goals
- Foster a culture that is bold, curious, real, excellent, compassionate and fun

CANDIDATE ATTRIBUTES

SUCCESSFUL CANDIDATES MUST BE:

- + Deeply passionate about winning paid family leave for everyone in the country
- + An inspiring leader who can develop and set vision and strategy
- + An effective, influential communicator, comfortable in front of a variety of audiences
- + Compassionate, empathetic, self-aware and someone who brings joy to their work
- + A trusted, transparent and thoughtful colleague who has built and maintained relationships with a variety of stakeholders in their field
- + A powerful storyteller who understands the role narrative plays in creating culture change



CANDIDATE SKILLS AND EXPERIENCE

PL+US recognizes that the next Executive Director could bring a wide variety of experiences and backgrounds to the role. We encourage candidates to apply who bring a compelling leadership profile and the following experiences to the role:

- + Meaningful experience in leading a team, teams or organizations with a proven track record of setting, supporting, and achieving impactful goals
- + Experience developing successful strategies for winning public policy victories
- + Knowledge of and experience with the systems and practices necessary to bring racial equity to every facet of the organization, team, and work and a desire to consistently lead the organization to actively engage in anti-racism practices
- + Experience as an advocate for issues in the care economy or adjacent important social, racial and economic justice issues
- + A track record of building successful relationships with funders, the ability to identify new sources of revenue and a genuine excitement for development

In addition, we would love if the next Executive Director also brought a majority of the competencies listed below:

- + A strong understanding of how corporations can be both partners and campaign targets; private sector experience would be highly valued
- + Bold, ambitious ideas and the ability to powerfully share them in a variety of media
- + A willingness to be innovative and try and test new ideas and strategies
- + A track record of meeting and exceeding goals, including evidence of the ability to consistently make good decisions through a combination of analysis, wisdom, experience, and judgment
- + Superb communications skills, both written and verbal
- + A public profile that you would like to grow and experience as a spokesperson; you embrace frequent media opportunities
- + A deep understanding of the role politics plays in public policy movements and have experience weaving political strategy into an organization's mission and goals

BENEFITS OF WORKING AT PL+US

- + Awesome team of high impact, low ego people who live by the organization's values: be bold, curious, real, excellent, and compassionate.
- + Flexible work schedule that respects employees' need to caretake and balance work with their lives.
- + Generous time off. Unlimited vacation, 12 paid holidays, and the office is closed the week between Christmas and New Year's Day.
- + Up to 6 months of paid family leave
- + Health, dental, and vision insurance (up to \$975/month when you enroll in PL+US' plans).
- + 401K benefits
- + Commuter benefits program, medical and dependent care FSA program, and employer-paid life and disability insurance.
- + Personal professional development budget and a learning-oriented culture to support growth.
- + 100% remote team (before and after the pandemic) with stipends to offset the cost of home offices.

SALARY

The Executive Director's annual salary will be \$180,000-\$200,000, based on qualifications and experience.

LOCATION

PL+US has team members working all across the country, from New York to San Francisco.

This is a full-time position that can be based anywhere in the U.S. with a major airport that has direct flights to San Francisco, Washington D.C., and New York City.

TO APPLY

PL+US is partnering with Grossman Solutions and Grassia Collaborative in this search. To make recommendations or express interest in this opportunity, please email plus@grossmansolutions.com.

Submit a resume and cover letter at <https://grossmansolutions.applytojob.com/apply>. Applications will be considered on a rolling basis.

In your cover letter, please introduce yourself, tell us why winning paid family and medical leave is important to you and answer two questions:

1. Why would this job be an exciting next step in your career?
2. How will you advance racial equity as the next leader of PL+US?

PL+US is actively building tools, systems, practices, and team culture to support anti-racism work at every level, including but not limited to representation in our team. We strongly encourage people of color, first-generation Americans, people with caregiving responsibilities, people with disabilities, and members of the queer community to apply.

PL+US is an equal opportunity employer. This means that we don't discriminate against people because of their race, ethnicity, sex, age, religion, national origin, marital status, pregnancy, personal appearance, veteran status, disability, sexual orientation, gender identity or expression, family responsibilities, or political affiliation.

P L+U S
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*Together we can win high-quality
paid family leave for everyone.*