

# WE ARE HIRING!



## Birth Justice Program Director

I Be Black Girl (IBBG) is a reproductive justice organization in Nebraska that leads with boldness, innovation and inspiration, actively creating a radical change-making culture that centers Black women, femmes and girls. Inspired by the work of bell hooks, Audre Lorde and other Black feminist and womanist, our organization provides transformational change at the intersections of gender and race. The term “I Be,” framed by author bell hooks in Be Boy Buzz, inspired IBBG’s founder to fill spaces with what it means to exist as a Black woman, femme or girl—where we are free to define and own that narrative.

### Salary Range:

- \$90,000 - \$130,000

### Reports to the Executive Director

### Full time - Salaried

### Location:

- Remote: Based in Nebraska with intentional in-person meetings
- Relocation assistance available

### Benefits:

- Medical, dental vision and life insurance
- Employee Assistance Program
- Flexible PTO
- 12 weeks paid parent leave
- Professional development and coaching opportunities

### Job Purpose:

The role of the Birth Justice Program Director is responsible for managing I Be Black Girl’s comprehensive Birth Justice portfolio of community-focused initiatives and partnerships. This role is key in creating pathways to expand access to quality and culturally relevant health services for Black women and Black people with the capacity for pregnancy. Working in collaboration with the Executive Director, the Birth Justice Program Director will contribute to the development and implementation of the strategic direction and sustainability of the Birth Justice program.

### Education/Experience:

Secondary education and equivalent experience in one or more of the following areas is required: Master’s or Doctoral degree in Public Health or a related field with a minimum of 8-10 years relevant work experience.

# Birth Justice Program Director

## Strategic Program Management:

- Serve as the external facing representative for the birth justice Portfolio.
- Build intentional and strategic relationships that advance the birth justice goals
- Assist with developing program strategy, work plans, timelines, and reports.
- Participate in strategic and operational planning by recommending programmatic priorities and opportunities.
- Contribute to the advancement of IBBG's birth justice thought leadership by providing learning opportunities, developing toolkits and resources, and facilitating opportunities for peer exchange through community coalitions.
- Collaborate with the Communications Strategist to ensure the program can effectively reach its intended audiences and increase public visibility.
- Assist the Executive Director in connecting project work across the IBBG portfolio.
- Create and maintain effective systems for documentation and tracking program needs.
- Work with the Executive Director to maintain compliance with all funding requirements.
- Assist in the planning of coalition meetings and annual convenings.
- Represent IBBG at regional and national conferences focused on advancing birth justice.
- Curate funding opportunities to help sustain the birth justice portfolio and participate in the submission of such opportunities

## Data Management, Research and Organization:

- Support the research and development of IBBG's policy platform by translating research findings and best practices to support Black birthing and postpartum populations
- Support IBBG's research and evaluation activities
- Create and manage the theory of change and action for the birth justice portfolio
- Maintain current contact information for external collaborators, partners, and project stakeholders
- Support the creation of materials including fact sheets and media materials
- Maintain scorecard of metrics of impact for the birth justice portfolio that can be communicated easily to internal and external stakeholders
- Assist the Executive Director in other duties as assigned, created and necessary

## People Management

- Create team environments that align to IBBG's values and approach
- Ensure department team members are meeting expectations and advancing the birth justice portfolio

# Birth Justice Program Director

## Estimated Distribution of Duties:

- 60% Strategic Program Management
- 20% Data Management, Research and Organization
- 20% People Management

## Core Competencies:

- Public Health Mindset
- Strategic Mindset
- Maternal and Child Health Functional Expertise
- Center Black Liberation
- Reproductive Justice Approach
- Radical Reimagination

## Physical Requirements

- Hybrid work environment (mainly remote)
- Frequent telephonic and virtual communications, hearing and seeing
- Frequent walking, standing, and sitting
- Use hands and arms to reach, handle, or feel objects, tools or controls
- Frequent driving

**To apply, send a cover letter and resume to [apply@ibeblackgirl.org](mailto:apply@ibeblackgirl.org) with the subject line that reads: **YOUR NAME + TITLE OF ROLE****

## EEO

I Be Black Girl Omaha is an equal opportunity employer that is committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers subcontractors and partners. We prohibit discrimination and harassment of any kind and take active measures to prevent discrimination and harassment based on race, color, sex, religion, sexual orientation, gender identity, gender expression, national origin, veteran's status, disability, genetic information, pregnancy, or any other protected class or characteristic as outlined by federal, state, or local laws. This policy applies to all employment practices within or affiliated with our organization, including hiring, recruiting, marketing, promotion, termination, layoff, recall, leave of absence, compensation, benefits, training, internships, and apprenticeships. I Be Black Girl Omaha makes hiring decisions based solely on qualifications, merit, and business needs.