

Pivot is looking for a Director of Policy & Engagement

About us

Pivot works in partnership with communities affected by poverty and social exclusion to identify priorities and develop solutions to complex human rights issues. Our mission is to work alongside communities to create a just, fair, and equitable society through law reform, litigation, policy change, research, and education. Pivot's work tends to focus on four policy areas: police accountability, drug policy, homelessness, and sex workers' rights.

We combine strategic litigation with high-impact public education and advocacy campaigns to maximize our effectiveness. Our deep collaboration with people and grassroots movements, combined with our unique approach to social change makes Pivot the only human rights organization of its kind in Canada.

Pivot believes that a team that reflects the diversity of the communities we serve strengthens our ability to achieve our mission. We strongly encourage applicants from communities that experience structural discrimination including applicants from marginalized ethnic and cultural backgrounds, genders, sexual orientations, and abilities, and with a range of life experiences. Your lived and living experience, as it relates to our work, will be valued.

About the role

The Director of Policy & Engagement holds a central role within the Pivot team to ensure the leadership, input, and direction from directly impacted communities to inform Pivot's campaigns in the four focus areas of housing justice, drug policy, sex workers' rights, and police accountability. This role also shares responsibilities to embody and support a workplace culture that reflects Pivot's core values of justice, fairness, and equity, and that is embedded within an anti-oppression framework.

The full job description follows this posting.

About you

You bring an intersectional analysis, that builds upon an understanding of settler colonialism, white supremacy, classism, patriarchy, trans-misogyny, ableism, anti-substance use, and sex work stigma. You understand and centre the concerns of communities affected by structural barriers.

You have demonstrated knowledge and experience with participatory action research, or other community-based consultation methodologies, and are oriented to community-led change.

You are self-reflective, a strategic thinker, take care in building relationships, and are looking for a dynamic and highly collaborative working environment.

Additionally, you bring, and are committed to ongoing learning and developing, the following experiences and skills:

- Experience with the communities Pivot works with, including people living in poverty, people who do sex work, people who use substances, people facing police abuse, and people who are unhoused or precariously housed. Lived experiences in these areas are an asset;
- Experience working, volunteer and/or collaborating with grassroots organizations and social justice movements;
- Excellent interpersonal and communication skills;
- Familiarity with and analytical skills in relation to the public policy in the areas of Pivot's work in;
- Competency in writing policy reports and presenting information to a variety of audiences;
- Experience with supervising, mentoring, and supporting staff, interns, and volunteers;
- Models and fosters collaboration within a team setting; and
- Experience developing and monitoring project budgets.

Anticipated start date

March 1, 2021

Compensation

Starting salary for this role is between \$80,000 - \$95,000 commensurate with experience. Pivot offers a highly competitive annual benefits package, including four weeks paid vacation, ten paid personal days, extended health and dental plan, access to health and lifestyle spending accounts, a cell phone allowance, professional development funds, paid law society fees, and other professional membership fees open to negotiation. Additionally, the flexibility to work remotely during the covid-19 pandemic is encouraged and supported.

How to apply

Applications should include a cover letter and CV in one pdf document. Applications must be received no later than 6:00 pm (PST), January 11, 2021. We encourage people to apply early. Please submit your application to Drew Dennis, Executive Director, at jobs@pivotlegal.org identified by the subject line: Application for Director of Policy & Engagement.

Pivot strives to create a fair and respectful environment that protects and promotes human rights. Pivot believes that a workforce that reflects the diversity of the communities we serve strengthens our ability to achieve our mission. We strongly encourage applicants of all genders, ethnic and cultural backgrounds, sexual orientations, abilities, and with a range of life experiences to apply. Your lived experience, as it relates to our work, will be valued. All of our facilities are gender inclusive. We strive to provide an accessible work environment and will happily answer any questions you may have regarding accommodations.

Director of Policy & Engagement

Job Description

Role Purpose: The Director of Policy & Engagement holds a central role within the Pivot team to ensure the leadership, input, and direction from directly impacted communities to inform Pivot's campaigns in the four focus areas of housing justice, drug policy, sex workers' rights, and police accountability. This role also shares responsibilities to embody and support a workplace culture that reflects Pivot's core values of justice, fairness, and equity, and that is embedded within an anti-oppression framework.

Role Position: The Director of Policy & Engagement is part of Pivot's leadership staff, working in tandem with the Legal Director and reporting to the Executive Director. The Director of Policy & Engagement has direct report relationships, including providing support and supervision to one member of the Police Complaint Accountability Project staff, the Community Educator and, potentially, the Communications & Digital Engagement Manager.

Central and Core Responsibilities:

Community-based Research, Outreach & Engagement

- In tandem with the Legal Director, support Pivot campaigners and lawyers to develop campaign strategies that take direction from directly impacted communities
- Oversee, develop, and support participatory action research and other community-based consultation methodologies that prioritize empowerment and social justice
- Liaise with directly impacted communities and Pivot staff to translate community information and direction into concrete strategies and policy recommendations
- Cultivate respectful and collaborative relationships with directly-impacted communities, including people with lived and living experience and other community groups and agencies
- Act as a knowledge translator between directly impacted communities, clients, and members of the public, including policy makers and government
- Support the Community Educator to develop an education, outreach, and engagement strategy
- Alongside the Community Educator, provide culturally safe and relevant legal education and information via accessible print and online resources, workshops, and presentations

Policy Analysis, Development & Advocacy

- Review and provide an analysis of existing and proposed public policy as it relates to Pivot's focused areas of work
- Develop and write reports, factsheets, briefing notes, and other policy-type documents
- Lead and support policy advocacy, including the recommendations from the [Project Inclusion: Confronting anti-homeless and anti-substance user stigma in British Columbia report](#), with a range of government, public, and community agencies

Project-Based Oversight, Development & Support

- Oversee and support the Police Complaint Accountability Project, a new 3-year project beginning in 2021 which focuses on deep listening, peer-led forums, and community consultations in the Downtown Eastside and which will complement Pivot's ongoing police accountability work and inform our police reform advocacy
- Invite and convene a Community Advisory Committee with priority to Black and Indigenous community members to guide the project and ensure stipends and other forms of compensation for committee members' time
- Recruit, hire, and support a Project Coordinator
- Continue to support the Community Advisory Committee and Project Coordinator throughout the duration of the project and ensure collaboration with other Pivot staff
- Conceive, develop, and support other projects that respond to identified community engagement and policy needs

Communications & Media

- Act as one of Pivot's spokespeople
- Oversee, guide, and support the Communications & Digital Engagement Manager (CDEM) to develop and implement comprehensive and strategic communications plans [Optional: the CDEM currently reports to the Executive Director.]

Shared Leadership and Organizational Responsibilities:

As a member of Pivot's staff leadership, these are shared responsibilities with the Legal Director and Executive Director, and ultimately, in collaboration with all Pivot staff and board.

- Embody and support a workplace culture that reflects Pivot's core values of justice, fairness, and equality, and that is embedded within an anti-oppression framework
- Active participation and leadership in organizational development processes that promote accessibility, anti-racism, anti-oppression, and decolonization in both Pivot's external- and internal-facing work
- Active participation and leadership in organizational strategic planning processes and supporting staff to develop and monitor associated workplans
- Shared Human Resources responsibilities with Legal Director and Executive Director for staff resourcing, hiring, and onboarding
- Supervision, mentorship, and support for direct reports
- Input and monitoring of relevant expense areas of the annual operating budget
- Work with Pivot's fundraising staff by assisting with grant writing and reporting, attending fundraising events, and meeting with donors as related to Pivot's policy and engagement activities
- Attend board meetings to provide reports
- Other organizational and administrative duties as required