



**Open Buffalo - Job Posting
Director of Civic Capacity
Date of Posting: February 10, 2014**

Open Buffalo is a new civic initiative with a mission to create an equal, just and free city driven by a united and empowered community open to full democratic participation by all its residents, open to innovative ideas and policies; open to new leaders from diverse communities; and open to meaningful economic opportunity and sustainable wealth creation for all.

As a successful recipient of a major grant from the Open Society Foundations, Open Buffalo will be a powerful agent for change in the region, while building civic capacity amongst its partners and networks. By tackling systemic causes of oppression and inequality, Open Buffalo will make major, long-term improvements in justice and equity. The collaborative effort will build on and leverage an incredible breadth and depth of support throughout the city and region.

Open Buffalo is hiring a talented and dedicated team of proven champions for progress. This team will work as part of an unprecedented collaboration among a diverse group of partners to turn a community-driven plan into action, and to help bolster the capacity of current allies while developing a new cadre of leaders for the next generation of change.

By focusing on **systemic change** within Economy for the Common Good, Equal Justice and Equal Opportunity, and Open Governance, Open Buffalo will win early victories in:

- **Restorative Justice**, working with the Buffalo Public Schools and the criminal justice system to develop practices in which all the stakeholders affected by an injustice discuss its effects and decide what should be done to repair the harm, offering more satisfying resolutions to victims and better results for offenders and communities.
- **Worker Equity**, addressing poverty, inequity, and training needs among workers, particularly minorities, refugees, youth, and ex-offenders, with a special focus on those working temporary and contingent jobs.
- **High Road Economic Development**, ensuring that the community benefits from economic development programs and projects through quality jobs, education and training, local and minority business opportunities, and green design and operations.

In addition, Open Buffalo will increase Buffalo's **civic capacity** to effect systemic change through four strategies:

- **Mobile Democracy Center** will engage at least 1,000 residents per year with voter registration, information about equity issues, and advocacy tools to increase individual engagement and action while overcoming geographic and cultural divides.
- **Emerging Leaders** will train over 100 residents per year to mobilize their communities around equity issues and to take on leadership roles in community, nonprofit, and government sectors.
- **Innovation Lab** will build Buffalo's capacity to generate new ideas, do original research, draw more effectively on local and national best practices, share information more broadly, and draft new laws and policies.
- **Open Buffalo Arts Network** will mobilize arts groups to aid in mobile democracy and emerging leaders projects, to contribute creativity to issue-based work, and to change the stories Buffalo tells itself and the world.

About the Director of Civic Capacity:

Open Buffalo's Director of Civic Capacity holds primary responsibility for the development and implementation, in conjunction with contracted and community partners, of OB's multi-tiered leadership development program; campaign-based issue tracking and evaluation; technical assistance and network development to social justice and other community partners; development and

maintenance of key programmatic relationships; and representing OB in day-to-day aspects of tactical government relations. The Director of Civic Capacity oversees the Manager of Issues and Projects and reports to the Open Buffalo Executive Director.

Qualifications:

- Minimum Experience: A bachelor's degree + 3-5 years of experience, a master's degree + 2-3 years of experience, or a minimum of six or more years of continued professional growth in a demanding non-profit or government setting
- Demonstrated commitment, through work or volunteer experience, to social justice
- Significant experience working with diverse constituencies from high level officials to grassroots organizations and community members
- Strong interpersonal, organizational and communications skills
- Experience with and understanding of the tenets of community organizing
- Ability to manage staff, partner organization relationships, and multiple programs and initiatives
- Familiarity with leadership training and development
- A firm knowledge base of the functions and operations of government structures and systems
- A strong interest in and familiarity with public policy, advocacy tactics and strategies
- The ability to craft, implement and manage long term strategies involving a broad array of partners to build community power and win social change
- Experience with the non-profit field and expertise in providing direct technical assistance to organizations
- Ability to identify opportunities and deficiencies within the local social justice field and develop collaborative strategies to increase system-wide capacity

Application:

Open Buffalo values diversity and inclusion throughout our city and within our organization. People of color, women, LGBTQ individuals, people with disabilities and formerly incarcerated people are encouraged to apply.

Applications will be accepted until the position is filled. Please submit a cover letter and resume to:

Open Buffalo Search Committee
c/o Partnership for the Public Good
237 Main Street, 12th Floor
Buffalo, NY 14203

[Or via e-mail to jobs@openbuffalo.org](mailto:jobs@openbuffalo.org)