



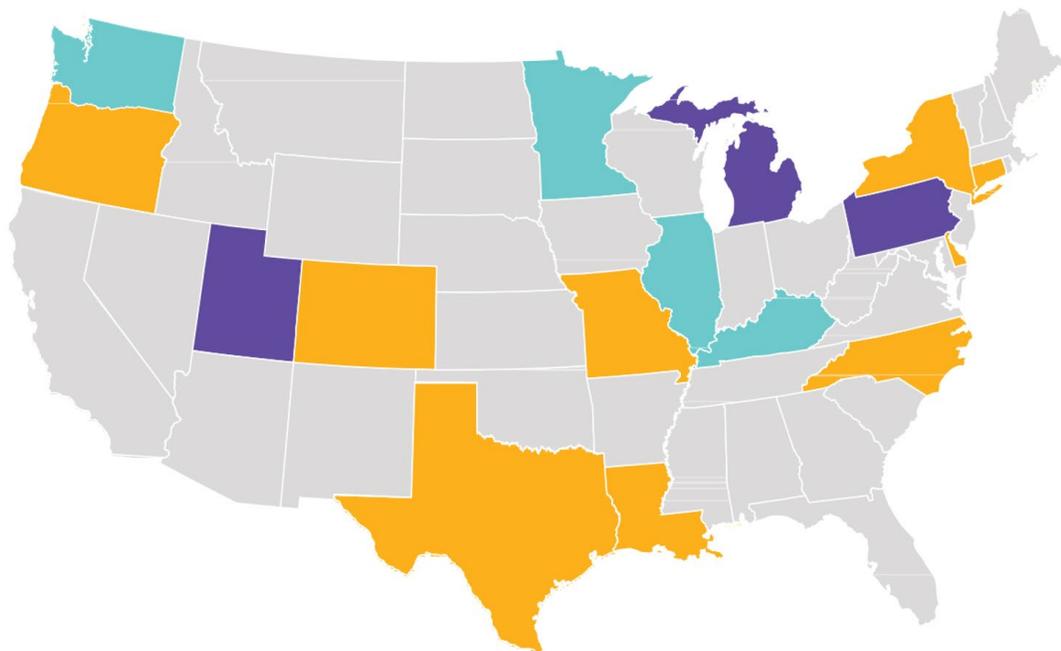
POSITION PROFILE

Campaign Managers

Clean Slate Initiative

Location Flexible

Where we're working



- States implementing clean slate
- States with active clean slate campaigns
- States to launch clean slate campaigns

ABOUT CLEAN SLATE INITIATIVE

Clean Slate Initiative believes that people who have served their time and met all conditions of sentence deserve a fair opportunity at a better future.

Automatic expungement of criminal records contributes to increased racial and economic equity by dismantling barriers to employment, education, and housing.

LEARN MORE:

cleanslateinitiative.org

Why focus on clean slate record clearing?

70 million Americans — an estimated one in three Americans — has some type of criminal record. As a result, many face hundreds of lifelong barriers to opportunity, independence, and financial security. Renting or buying a home, securing employment, accessing education, starting a business, and even opening a bank account all become more difficult or impossible for people who have a criminal record. The disproportionate impact of policing, arrest, and sentencing on Black, Indigenous, and other people of color exacerbates the already profound and intractable racial disparities in the criminal justice system, the economy and in our democracy.

But it doesn't have to be this way. The Clean Slate Initiative is a national bipartisan coalition advancing policies that automatically clear all eligible criminal records so that impacted people can have a meaningful second chance to rebuild their lives and flourish. Clean slate policies are a key component of transforming our justice system to remove unnecessary, punitive barriers for millions of people.

How We Help

The Clean Slate Initiative supports organizations in key states that are working to provide people with a fresh start. Our partners' state-led legislative campaigns focus on:

1. Replacing the petition-based record-clearing process with automated clearing of criminal records, and
2. Expanding the number and types of records eligible to be sealed, expunged, set aside, or otherwise shielded from public view.

Through a multi-year plan, the Clean Slate Initiative will launch legislative efforts to automate record clearing and expand eligibility in more than a dozen states and support implementation of those policies through campaigns that engage impacted people in changing their own lives. The campaign aims to clear millions of records, including 1 million criminal convictions as well as millions more non-conviction records.

THE OPPORTUNITY

The Clean Slate Initiative is looking for two Campaign Managers who are committed to criminal justice reform.

This position entails working with the Managing Director, Advisory Board, Steering Committee and State partners to implement Clean Slate Initiative's mission and strategic plan to pass state legislation that will expunge the criminal records of millions of formerly incarcerated people.

The primary functions of the Campaign Managers are to set up, manage and ensure accountable execution of state legislative campaigns to pass clean state reforms in partnership with state organizations that are resourced by CSI and to collaborate with national partners and allies that provide specific expertise. A self-starter, a creative problem-solver and someone who is energized by making a path and not simply following one, is the ideal candidate for one of these two positions.

Responsibilities and Tasks

Serve as the CSI lead in planning and implementation of state campaigns, including but not limited to: power analysis, legislative strategy, establishing campaign infrastructure and on-going management in states that CSI deems are ripe for legislative campaign

Manage relationships with state partners that facilitate accountability and the overall progress of state campaigns toward deliverables that measure success

- Coordination of resources that allow CSI to effectively deploy the expertise of Steering Committee partners and other national resources to support state campaigns
- Organizing and facilitating meetings with state partners and other stakeholders as needed including representing CSI in meetings, forums, events, etc.
- Attend, co-plan, manage state partners, meetings and retreats
- Work with state partners and with the CSI national team to facilitate a streamlined and simple granting process that connects funding to program deliverables and advances key goals that demonstrate progress toward policy change
- Identify specific partner needs that may arise over the course of campaigns, including training, resource, materials, research and other needs that would enhance partners' capacity to advance successful CSI campaigns
- Produce materials, content, reports and tools for a range of audiences, including state partners, national partners, CSI national staff and donors

CANDIDATE PROFILE

The ideal candidate will bring a passion for criminal justice reform and legislative action as well as strong campaign operations, grassroots organizing, and communications experience required to improve and expand Clean Slate Initiative’s advocacy.

The Campaign Manager will be deeply motivated by the opportunity to positively impact the lives of 70M Americans with criminal records and the communities they live in.

While no single candidate will have all of these professional and personal qualities, skills and characteristics, the ideal candidate will have the following:

Organizer

- A track record of extensive experience developing and implementing campaigns with policy outcomes
- Build authentic partnerships with state-based organizations advancing criminal justice reforms
- Ability to serve as a strategy resource for state-campaign decisions
- Maintain files, documents and shared communications systems for tracking data and generating regular reports to CSI
- Experience executing ambitious legislative campaigns in multiple states and an understanding of state legislative cycles, campaign strategy and how to work effectively with elected officials and criminal justice stakeholders to successfully develop and pass clean slate reforms

Communicator and Relationship Builder

- Ability to inspire and influence colleagues with diplomacy, passion, and gravitas
- Highly skilled communicator, written and verbal — both individually and in large audience or public communications
- Ability to build trust through transparency, consistency, and accessibility
- Serve as the primary point of contact between state partners and CSI’s Managing Director, national team, Steering Committee and consultants
- Ability to collaborate, facilitate, and coordinate with a diverse range of stakeholders

CANDIDATE PROFILE

Personal Attributes

- Personal experience in the criminal justice system and/or a deep commitment to criminal justice reform built on empathy for the people most impacted
- High emotional intelligence, with the ability to understand others' motivators and communication and work styles
- A natural collaborator with a strong leaning towards building relationships
- A commitment to racial justice and strong systems approach to building racial equity
- A belief in working across silos and divides, including partisan lines
- A sense of urgency, hunger to win and a roll-up your sleeves approach
- Comfortable being in the background, a true servant leader committed to elevating others

In addition, strong candidates will offer:

- Demonstrated capacity to advance campaigns, work with a wide range of organizations and possess solid knowledge of the criminal justice policy and organizing landscape
- A minimum of 7-10 years of experience in advocacy, organizing and campaigns at the state or federal level, including lobbying, organizing constituents, implementation of policy and other basic elements of passing policy
- A minimum of 5 years of project, coalition or staff management experience that demonstrates capacity to build and manage effective relationships, meet goals on time and drive the pace of a campaign team
- History and success of working with state and national stakeholders that may have different political leanings, capacities and long-term goals, and in getting these various groups to work together
- Excellent judgement in making strategic decisions in real time based on sound power analysis, relationships and timelines
- Demonstrated commitment to economic, gender and racial justice values and ensuring these values are manifested in CSI campaigns
- Strong capacity to prioritize tasks and activities based on strategy and an analysis of how to best advance goals

CANDIDATE PROFILE

- Ability to work collaboratively with a diverse team of colleagues and allies and also to work independently
- Ability to work extended and sometimes irregular campaign hours as well as to travel to work with partners on location as needed
- Master's Degree, Bachelor's Degree or equivalent workforce experience
- Once it is safe to do so, this role will require 20-30% travel.

COMPENSATION & BENEFITS

The salary range for this opportunity is \$85,000 - 115,000.

CONTACT

The Clean Slate Initiative has engaged Koya Partners to help in this hire. Please submit a compelling cover letter and resume to Turner Delano [here](#).

Clean Slate Initiative is a project of New Venture Fund (NVF), a 501(c)(3) public charity that incubates new and innovative public-interest projects and grant-making programs. NVF is committed to attracting, developing and retaining exceptional people, and to creating a work environment that is dynamic, rewarding and enables each of us to realize our potential. NVF's work environment is safe and open to all employees and partners, respecting the full spectrum of race, color, religious creed, sex, gender identity, sexual orientation, national origin, political affiliation, ancestry, age, disability, genetic information, veteran status and all other classifications protected by law in the locality and/or state in which you are working. Directly impacted people and formerly incarcerated individuals who meet the criteria above are encouraged to apply.

About Koya Partners

Koya Partners, a member of the Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

Koya is an equal opportunity employer fully committed to creating an environment and team that represents a variety of backgrounds, perspectives, styles, and experiences. We encourage all to apply because we believe a diversity of voices leads to better discussions, decisions, and outcomes for everyone.

For more information about Koya Partners, visit www.koyapartners.com.