CUSP Collaborative Director
Position Announcement

About CUSP:

Communities United for Status and Protection (CUSP) is a collaborative of grassroots immigrant community organizations working together to win permanent status for our members and communities, and build a more inclusive immigrant rights movement that centers the needs and experiences of African, Afro-Caribbean, Afro-Latinx, Arab/Middle Eastern, and Asian and Pacific Islander immigrants.

The CUSP collaborative includes anchor organizations Adhikaar, African Communities Together, Haitian Bridge Alliance, National Network for Arab American Communities, and Undocublack Network.

Position summary:

CUSP is seeking a Collaborative Director to lead the collaborative’s work and build new infrastructure to win policy change at the local, state, and federal level. The Collaborative Director will work with the designated staff of anchor organizations to coordinate and align key decisions that advance our communities’ permanent status in the United States. The Collaborative Director will develop and manage high-impact campaigns, and lead a staff team to operationalize CUSP’s vision and values.
Key responsibilities include:

- Working with the CUSP member organizations and committees, taking direction while taking initiative
- Managing day-to-day work of the collaborative, building out structure, processes, and systems
- Building alignment and consensus amongst the anchor organizations which have made commitments to one another in time and labor
- Building partnerships with key organizations and stakeholders in existing and new projects, and serving as a trusted representative of CUSP. Building and nurturing beneficial relationships with external groups, coalitions, and alliances
- Articulating the collaborative’s strategy, plans, and accomplishments to funders
- Identifying and developing campaigns and key issues
- Leading on communications and outreach, ensuring key messages and stories are strategically shared
- Creating, tracking, and communicating the collaborative’s goals, timelines, and deliverables for campaigns and initiatives
- Oversee budget and fundraising, develop fundraising goals and targets
- Representing CUSP with key stakeholders, including elected officials, organization leaders, organizers, funders, and community members
- Serving as an ambassador within and outside of the movement
- Monitoring the collaborative members’ relevant research, communications, and advocacy efforts to inform strategy

Desired qualifications:

- Experience with collaboratives made up of strong, member-driven anchor institutions
- Ability to manage up, down, laterally; including coaching and supporting senior leaders with decision-making
- Strong facilitation, consensus building, and strategic thinking skills
- Excellent project management skills
- Ability to motivate and move decision makers, both internally and externally
- Entrepreneurial spirit and resource magnetism
Salary and benefits:
$100K-$110K annual salary
CUSP offers a generous benefits package that includes employer-sponsored medical, dental, and vision insurance, flexible spending accounts, and a retirement plan. Generous paid leave policies include paid holidays, vacation, sick leave, year-end office closure, and parental leave.

Location:
DC or NYC preferred

Travel:
If located in DC, limited travel; if located outside DC, likely 3-4 days/once a month

Application instructions:
Please send your resume for consideration to info@wearcusp.org.