



COALITION DIRECTOR

THE BROTHERS, SONS, SELVES COALITION

The Brothers, Sons, Selves Coalition (BSS) was established in 2011 to address the disproportionate rates of suspension, expulsion, and harsh school discipline that young men of color were facing in Los Angeles and Long Beach. The coalition was formed to address key needs and ignite a movement for boys and young men of color. BSS remains committed to improving outcomes for boys and young men of color by advocating for positive alternatives to punitive school discipline and reducing criminalization in Los Angeles County and the State of California.

BSS is a coalition of nine community-based organizations across Los Angeles and Long Beach, including: InnerCity Struggle, Weingart East Los Angeles YMCA, Community Coalition, Brotherhood Crusade, Youth Justice Coalition, Social Justice Learning Institute, Khmer Girls in Action, and the California Native Vote Project whose mission is to end the criminalization of young boys and men of color by creating and influencing public policy that invests in young people and their future. Representative of the community it serves, the Coalition staff works to build the leadership of up to fifty young men of color ages 14-25 from among the Coalition's membership bases. These young leaders are African American, Latinx, Southeast Asian, vary in gender identity and sexual orientation, and come from across Los Angeles City, Long Beach, Inglewood, and other parts of Los Angeles County. Collectively, the coalition partners serves over 30,000 youth across Los Angeles County.

Since 1994, InnerCity Struggle, the fiscal sponsor and administrative home to BSS, has worked to build a powerful and influential movement of youth and families on the Eastside of Los Angeles to promote safe, healthy and non-violent communities. Through youth and parent organizing, InnerCity Struggle has become a significant force in the landscape of the Eastside of Los Angeles and is one of the three anchor organizations of the Brothers, Sons, Selves Coalition along with Community Coalition in South Los Angeles and Khmer Girls in Action in Long Beach. Under the strategic guidance and fiscal sponsorship of InnerCity Struggle, Brothers, Sons, Selves operates with a distributed leadership model to advance a unified policy and advocacy platform and steward the implementation of past wins, while advancing the coalition's long-term objectives.



BSS SIGNATURE PROGRAMS

- Monthly youth convenings - Through monthly convenings hosted at different partner locations, BSS's 8 partner organizations collaborate and conduct educational workshops and trainings on community organizing, base building and outreach, critical theory, media and communications, stories of self, and wellness, and culminates with a graduation ceremony for program youth.
- Irving Alvarez Youth Justice Fellowship - The fellowship provides first hand knowledge and experience to youth leaders on what it means to organize and demand change for positive outcomes of boys and young men of color, both regionally and state-wide.
- Annual BSS Youth Leader Retreat - Youth leaders from our partner organizations participate in a 2-day camping trip to build their leadership skills and support their socio-emotional wellness through outdoor group activities.

Key Accomplishments

Since 2011, BSS has fought to improve school climate and end the school-to-prison pipeline, securing several historic and hard-fought victories over the last decade. To learn more about BSS' major accomplishments, please visit take a look at the roadmap/timeline section using this link.

THE COALITION DIRECTOR

The BSS Coalition Director is appointed by and works closely with the BSS anchor organizations (InnerCity Struggle, Community Coalition, and Khmer Girls in Action) and coalition leaders to oversee the administration, organizing, campaigns, funder relationships, and strategic plan of the coalition.

The collective vision for BSS is to drive youth justice policy making in LA County through power building among boys and men of color, community lead data gathering, and direct engagement of key decision-makers. The BSS Director will substantially enhance the strategic direction & collaborative efforts of the coalition in alignment with this vision. Moreover, the Director leads a team of 5 passionate and committed organizers to advance a unified policy organizing platform that stewards the implementation of past wins and advances the coalition's purpose and mission.



KEY STRATEGIC OBJECTIVES:

Within the first 12 months of starting, the Coalition Director should prioritize the following:

- **Develop and Execute a Strategic Plan & Campaign Agenda:** The new director will need to facilitate a planning process to create a refreshed strategic plan that includes developing the policy advocacy agenda that focuses on impactful systemic changes. They should engage coalition partners and start with a landscape analysis that includes reviewing past successes and failures to clearly define priorities for future advocacy and policy work that leads to the development of impactful campaigns in areas such as police reform, youth employment, and education.
- **Organize Internal Infrastructure and Team:** The new director will need to assess the current internal framework, practices, and infrastructure, to create a more cohesive and effective team structure and optimize efficiencies. This includes enhancing processes so that Coalition Staff and contracted partners are clear about their key priorities, objectives, and action items.
- **Enhance Fund Development:** Partner with the development teams of the Coalition's anchor organizations to cultivate relationships with existing and new funders and coordinate fundraising efforts to achieve an annual goal of raising \$1M.
- **Strengthen Coalition Building and Partner Engagement:** Foster stronger relationships, increase partner engagement, and ensure consistent youth participation at BSS meetings, special events and initiatives.

Beyond the first 12 months, it is the desire that the Coalition Director will ultimately transition BSS from supporting campaigns to leading campaigns with a focus on driving systems change that directly benefits boys and men of color in Los Angeles.

KEY DUTIES & RESPONSIBILITIES:

Coalition Management & Campaigns

- Convene coalition partners to guide governance and decision-making of the coalition.
- Oversee the implementation of coalition's strategic priorities, guided by the safety and youth justice survey and community engagement processes.
- Direct and implement campaign priorities, including policy development and strategic communication activities.
- Clearly convey the coalition's policy goals to youth leaders, partners, and funders, aligning all stakeholders with BSS' vision and strategic initiatives.
- Direct leadership spaces for youth and partner organizations.
- Establish and nurture a community identity around core coalition values and practices.
- Establish clear and effective communication channels within the coalition, organizing regular joint meetings to align strategic priorities, educate and share updates.
- Foster greater collaboration within the coalition by encouraging open communication and building stronger connections across all groups.

Administrative & Supervision

- Identify trainings and provide support to coalition members to develop their capacity to build their campaign and organizing capabilities.
- Coordinate trainings and retreats with coalition members to deepen leadership and organizing skills of youth leaders and partners.
- Coordinate activities related to external evaluations.
- Supervise and develop coalition coordinators to enhance their skills and contributions to the coalition.
- Direct coalition-specific leadership development pipeline efforts, including the BSS youth justice fellowship.
- Supervise a consultant to assist the coalition with strategic communications that advance campaign goals.
- Coordinate with InnerCity Struggle staff on campaign, communication, fundraising, and administrative tasks as it relates to BSS efforts.

Fundraising & Financial Management

- Manage Coalition budget and oversee administration as official signatory.
- Develop a transparent financial model that supports long-term coalition goals, ensuring clarity in budget planning.
- Work with InnerCity Struggle to manage grant reporting processes and identify new funding opportunities to sustain the coalition's financial health.
- Coordinate fundraising efforts to sustain the boys and young men of color efforts across Los Angeles county.

External Partnerships & Communications

- Identify, coordinate and potentially align BSS coalition efforts with key regional coalitions and campaigns.
- Act as the official representative for the coalition to external partners.
- Provide updates to funders on coalition progress toward goals as needed. (quarterly, monthly, bi-annually, etc.)
- Recruit and retain BSS partner organizations to sustain membership.



THE IDEAL CANDIDATE

The ideal Coalition Director will be a community leader with demonstrated expertise in both grassroots and high-level advocacy (“grass-tops”) organizing, particularly within marginalized and BIPOC communities. They will have a strong background in developing youth leadership, enabling young people to take on change-agent and decision-making roles within the coalition. Deep familiarity with the policy landscape in Los Angeles, especially issues impacting boys and men of color, is essential, along with proven campaign strategy skills.

This individual should also have fundraising and financial management experience, capable of compelling storytelling for securing funding, managing budgets, and stewarding relationships with funders. Strong leadership skills, including team management, strategic planning, and daily operations oversight, are crucial. Additionally, the candidate must possess excellent communication skills, able to engage diverse stakeholders—ranging from youth to policymakers—with clarity and impact.

Finally, they must bring a high degree of cultural competence, particularly with communities of color, ensuring that the coalition’s goals and efforts are grounded in sensitivity and respect for the populations it serves.

The ideal candidate will personify the following areas of expertise and attributes:

- **Visionary & Strategic Leadership:** A forward-thinking leader with a clear vision for the coalition’s future. Skilled in strategic planning, team leadership, staff management, and overseeing multiple initiatives.
- **Knowledge of LA’s Policy and Social Landscape:** Familiar with the policy environment in Los Angeles, particularly on issues affecting boys and men of color. Experienced in navigating local politics and understanding the needs of LA’s diverse communities.
- **Culturally Competent with Relevant Lived Experience:** Demonstrates empathy and critical consciousness. Literate in ‘race’ politics (including, but not limited to: anti-Blackness, settler colonialism, xenophobia, etc), LGBTQIA+ issues, Gender Justice, and a commitment to deepening learning
- **Proven Experience in Campaign Development:** Proven history of leading impactful advocacy campaigns in areas such as education, youth development, and policing.
- **Stakeholder Relationship Building:** Strong ability to build and maintain relationships with funders, policymakers, community leaders, and coalition partners at all levels.
- **While the Director doesn’t need to be an expert fundraiser, they should prioritize understanding the Coalition’s budget and structure and work with others to engage current and potential funders.**



MINIMUM QUALIFICATIONS:

- High school diploma (or equivalent) or higher
- 5-7 years of professional work experience working for a non-profit, including at least 2 years of experience managing a team
- Experience working in a fast-paced environment
- Demonstrated ability to supervise and manage a growing staff
- Demonstrated experience with foundation-based fundraising is highly desirable

COMPENSATION & BENEFITS

The starting salary range is \$75,000-\$90,000 commensurate with experience and competitive benefit offerings.

COMMITMENT TO EQUITY

We strongly encourage applicants who have experience with school push-out, and incarceration, identify as Black, Indigenous, or Person of Color (BIPOC) Communities, and/or LGBTQ to apply.

VACCINE REQUIREMENT

InnerCity Struggle has a COVID-19 vaccine & booster mandate for all employees and new hires. If you are not yet vaccinated, new hires must have their 1st dose by their starting date and 2nd dose by the end of their introductory period. For more information about the COVID-19 Vaccine, please visit <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/index.html>

HOW TO APPLY

The BSS Coalition Director search is being conducted on a state-wide basis by The Byers Group. First consideration will be given to applications received by December 13, 2024. To apply for this outstanding opportunity, please electronically submit your resume, and letter of interest to The Byers Group at: BSS.Coalition@byersgroupca.com. The letter of interest should outline why you are interested in the role and your relevant accomplishments. Please provide two examples of why you would be a strong candidate and the key attributes you would bring to this position. The position will remain open until filled.



THE BYERS GROUP

EXECUTIVE SEARCH AND C-SUITE CONSULTING

CONFIDENTIAL INQUIRIES ARE ENCOURAGED AND CAN BE DIRECTED TO:

Ms. Brett Byers
brett@byersgroupca.com
323-403-8279

Ms. Kelli Poole
kelli@byersgroupca.com
864-723-1717