

NEW JERSEY POLICY PERSPECTIVE

New Jersey Policy Perspective (NJPP) seeks strategic and visionary leadership with a deep commitment to using data, communications, and advocacy to advance more progressive and racially inclusive state policies. NJPP welcomes candidates who want to apply as individuals for the role of President, apply with another individual for consideration as Co-Presidents, or apply individually with an interest in serving as a Co-President.

About NJPP

NJPP is New Jersey's go-to nonpartisan institution for independent and evidence-based state policy research, analysis, and strategic communications. Since its founding in 1997, NJPP has shaped public conversations and driven policy change to advance economic, social, and racial justice for all New Jerseyans. Through its strategic use of information, communications, and advocacy, NJPP has earned its reputation as a "think-and-do tank" and a key resource for legislative and executive branch policymakers, the media, and advocates across the state and country.

NJPP's approach blends research with strategic communications and outreach to catalyze policy change. NJPP's efforts reflect the following principles:

- Effective public policies, arrived at through an open and democratic process, are needed to advance economic and social justice, promote racial justice and equity, fight climate change, preserve democratic institutions, and dismantle institutional and structural racism.
- Government investments and a strong public sector are essential to help people and communities reach their full potential.
- The state budget is a moral document that reflects society's values; sound budget practices and public investments at a level adequate to support human dignity play a critical role in advancing NJPP's goals.

NJPP is a member of the State Priorities Partnership, a national network that provides financial, policy, and technical support, coordinated by the Center on Budget and Policy Priorities. NJPP has played a crucial role in enacting many progressive state policies including: a millionaires' tax; a \$15 minimum wage; adoption and improvement of Paid Family Leave; an expanded Earned Income Tax Credit; affordable health care; expansion of SNAP and TANF; sensible reforms of corporate subsidies; increased opportunities for undocumented residents; statewide Earned Sick Days; and electoral process reforms.

For more information on NJPP, please visit www.njpp.org.

About the Role

NJPP seeks a leader who understands New Jersey's political and institutional framework and can work effectively within it to achieve the organization's goals. At the same time, the leader must demonstrate a commitment to ending institutional and structural racism and achieving racial equity through policy change.

Reporting to the Board of Directors, the President is expected to take a leadership role in day-to-day operations, including:

- Supporting staff in maintaining NJPP's strong record of accurate and reliable analyses.
- Playing a leadership role in raising resources from foundations and individuals necessary to sustain NJPP's continued operations and long-term growth. The FY'21 operating budget is \$1.7 million.
- Collaborating with a broad and growing coalition of partners to expand the organization's visibility, relevance, and policy impact.
- Issuing a compelling call to a wide array of actions, and enthusiastically conveying the value of NJPP's work to existing and potential allied organizations, as well as new and existing funding sources including major donors, foundations, and organizations.
- Working alongside staff to build a robust organizational structure supported by a healthy operating budget.
- Taking the lead in creating and maintaining an organizational culture that reflects NJPP's mission.
- Understanding the importance of a robust partnership with the Board and ensuring fiduciary responsibility, sound financial management practices, and accountability to the Board.
- Working with the Board to recruit additional Board members who reflect New Jersey's diversity.

Candidate Profile

The ideal candidate is a dynamic and inclusive leader who is passionate about and dedicated to the mission of NJPP and politically savvy, resilient, and collaborative. The successful candidate will have a demonstrated record of effective leadership and fundraising, as well as managerial success and financial management in the nonprofit or public sector.

The next President will possess the following qualities, attributes, and characteristics:

Strategic and Visionary

- The President must convey a sense of urgency around the critical challenges facing New Jersey, a commitment to the development of new knowledge, and an understanding of the importance of NJPP's role in influencing policy to advance economic, social, and racial justice.
- The President must be a strategic, energetic, and influential leader who can develop and articulate an inspiring, persuasive, relatable vision for all audiences.
- The President must have strong interpersonal skills and be able to move comfortably and confidently among people from all backgrounds.
- The President must possess outstanding communication abilities, both oral and written.

Grounded in Principles of Racial Equity and Social Justice

- The President must understand the history of racism and the ongoing impacts of institutional and structural racism, as written into public policy, tax codes, and budgets in New Jersey and at the federal level.
- The President must recognize the essential role of government to redress institutional and structural racism.
- The President must honor the leadership of people of color and other communities that are underrepresented and have a record of effective support for and collaboration with diverse coalitions led by communities that have historically faced underinvestment and exclusion from public debate.

Management Acumen

- The President should demonstrate skill at leading and managing an organization with a strong race-equity culture, including participatory decision-making, inclusion, heeding voices from diverse backgrounds, and recognition of organizational power differentials.
- The President should have keen analytic, management, organizational, and problem-solving skills that support and enable sound decision-making and empower others to contribute to the success of an organization.
- The President will have a record of accomplishment raising resources from individuals and foundations, however, candidates with persuasive communication skills who have not had experience fundraising will also be considered.

NJPP anticipates paying an annual salary of \$120K to \$150K, commensurate with experience, and dependent on the leadership structure.

How to Apply

To express your interest in this position, please submit an up-to-date and thorough resume, along with a letter of interest describing how you intend to advance NJPP's commitment to racial equity and economic justice through public policy [via this link](#).

All inquiries and discussions will be strictly confidential. New Jersey Policy Perspective recognizes that inequitable policies and biased implementation have disproportionately denied certain sectors of society — including people of color, people from working-class backgrounds, people with disabilities, women, and LGBTQIA+ people — access to their basic rights and created an unjust gap in opportunity and results. We strive to center these communities in the work we do. As part of that commitment, we strongly encourage applications from people with these identities or who represent other marginalized communities, including those protected by the New Jersey Law Against Discrimination.

NJPP acknowledges that people from under-represented groups may not have had access to traditional pathways to education and career experiences. If your experience is not traditional, but you feel you have the perspective and skill sets we seek, we encourage you to apply.

The review of candidates will begin immediately and continue until a successful candidate is identified.