

Open Society - US
Director, Baltimore
Position Description -

The Open Society Institute – Baltimore (OSI-Baltimore), the sole field office of the Open Society Foundation’s Open Society – US (OS-US), supports a grant-making, educational, advocacy and capacity-building program to expand justice, opportunity, and accountable democracy for Baltimore residents. In partnership with other advocates and philanthropic investors, OSI’s current work focuses on the root causes of three intertwined problems in our city and state: drug addiction, an over-reliance on incarceration, and obstacles that impede youth in succeeding inside and out of the classroom. It also identifies and supports a corps of Community Fellows to bring innovative ideas to Baltimore’s underserved communities, and advances policy reform at the state level, increasing opportunity and justice throughout Maryland. (www.osi-baltimore.org).

“MUST HAVE” Experiences and Qualities

- Exceptional team building and staff management skills
- Extensive professional experience related to justice reform, including advocacy and implementation, at the community level
- Capacity to form excellent relationships with the Advisory board members and OSF leadership, as well as work in close partnership with leaders of peer advocacy groups, foundations and city officials
- Deep expertise in program management, including budget, administration, and fundraising
- Compelling speaker and external face of the program
- Partnership builder and fundraising expertise - comfortable pitching ideas and soliciting gifts
- Ability to build bridges and collaborate with other philanthropic leaders and organizations locally and nationally
- Proven track record and demonstrated capacity to apply racial and gender equity lenses
- Track record of policy change and legal reform
- Deep knowledge of and/or roots in Baltimore; gravitas in the city
- Humble, compassionate, sensitive leadership style. Excellent active listening skills and capacity to give and receive feedback.

Job Profile

After two decades of investment in a more just, inclusive, and democratically accountable Baltimore community, OSI is looking for a director who can help identify and forge a path forward for the decades ahead. This leader will work with a highly talented and dedicated team, as well as Advisory Board of community leaders from a broad range of sectors, to identify opportunities for impact and innovation in addressing injustices and barriers to opportunity, particularly those related to structural and overt racism. The program encourages innovation and a willingness to tackle the most entrenched and sometimes controversial challenges. The position requires someone with the skills to direct a program while also working with Open Society Foundations leadership and within the broader OS-US team. Candidates for this position will have both substantive expertise in the advancement of justice reforms,

ideally including experience in Baltimore, with strong, collaborative management and strategic planning abilities.

Typical duties and responsibilities involve the following:

- Oversee the design, implementation, and impact assessment of an ambitious vision, strategy, and budget for the decade ahead of OSI Baltimore.
- Skillfully manage, support and develop a team of 15-20 dedicated and expert advocates and grant-makers
- Identify ways to strengthen and scale current high-impact programming/approaches while developing, identifying, and testing new approaches and pilots.
- Represent the program at public events, coalitions, and convening(s), while also building civil society capacity to lift up and drive the issues.
- Report to and work with OS-US leadership.

Candidate profile

- A demonstrated track record of advancing civic change, including the development, influence and implementation of policy reforms or other forms of progress.
- Excellent management skills - of people, projects, programs, and campaigns; a trusted team builder who sets high standards and holds staff, consultants, and partners, accountable to them.
- Senior leadership experience in nonprofit, philanthropy, private sector, government, or organizational initiatives, preferably in a complex organization with demonstrated track record of developing initiatives that led to significant change.
- Ability to lead, assess and plan public policy and social change initiatives, including political and organizational dynamics relevant to potential interventions and to connect a variety of issues to broader trends and new paradigms.
- Skillful capacity to navigate issues related to diversity, equity, and inclusion and bring a deep commitment to advancing these values internally and in all work.
- Extensive relationships spanning Baltimore civic leadership, including non-profit, community, political, business, and media.
- Track record of building coalitions and campaigns to secure power for communities of color and underrepresented groups.
- Strong political acumen; ability to work across issues and players, internally and externally to achieve results, building rapport and alliances quickly and easily.
- Exceptional communication skills (strategic, interpersonal, written).
- Intimate knowledge – professional and personal – of issues impeding justice, democracy and equality in Baltimore and the leaders/groups working to address them.
- Experience leading change, and creating inclusive environments including empowering the support and development of women and people of color.

We are strengthened by the diversity of our colleagues across the Open Society Foundations. We welcome applications from people of all cultures, backgrounds, and experiences, and are committed to providing reasonable adjustments so that colleagues with disabilities are able to fulfill the essential functions of the job.

Please visit OSF's [global careers page](#) to submit your application.