



CENTER FOR SURVIVOR
AGENCY & JUSTICE

CSAJ is Seeking a Director of Capacity Building & Systems Change

The Center for Survivor Agency & Justice is looking for a junior attorney to serve as the Director of Capacity Building & Systems Change. They will play an integral role in CSAJ's work to enhance individual legal advocacy in the domestic and sexual violence field with an eye toward systems and policy change. We're looking for someone to join a small, dedicated, and high-impact team, who will bring their perspective and experience with direct advocacy and representation to macro-level and national work.

To Apply

To apply, email an application including a cover letter describing your interest and experience, a resume/CV, a list of 2-3 references, and at least 1 writing sample that exemplifies your experience as applied to this position.

Submit application materials to info@csaj.org with subject heading:
"Director of Capacity/Systems: [Your Name]"

Visit www.csaj.org for more information about our philosophy, work, and impact.

About CSAJ

The Center for Survivor Agency and Justice is a national organization that addresses the link between violence, poverty, and social inequality.

Our vision is for a world where all people have equal access to physical safety, economic security, and human dignity. CSAJ's mission is to develop and promote advocacy approaches that remove systemic barriers, enhance organizational responses, and improve professional practices to meet the self-defined needs of domestic and sexual violence survivors.

CSAJ's work operates on three Levels of Impact: Enhancing Individual Advocacy to address the physical and economic safety needs of survivors, "Advocating within Organizations & Communities" through partnership building within and between movements, and "Changing Systems and Policies" to remove institutional and structural barriers facing survivors and their communities. We currently engage in this work through a number of national projects and context-specific demonstration site work, primarily:

CSAJ's primary projects currently include:

- [Consumer Rights for Domestic and Sexual Survivors Initiative](#)
- [Accounting for Economic Security Atlas Project](#)
- [Racial and Economic Equity for Survivors Initiative](#)

To achieve this, CSAJ's organizational model is made up of collaborative and cross-cutting teams to vision, plan for impact, and galvanize our action networks. As an integral player in CSAJ's Impact Team, the Director of Capacity Building & Systems Change works in collaboration with the Director of Strategic Learning and Director of Law & Policy. They report directly to CSAJ's Executive Director.

About the Position

This is a new position within CSAJ. The Director of Capacity Building & Systems Change will lead CSAJ's work to enhance the capacity of domestic and sexual violence lawyers, advocates, and other practitioners across the nation to engage in individual advocacy, as well as enhance program and coalition capacity to effect systems change. This includes directing and managing all current and future Organizational and Practice-Based Change projects and programming, including CSAJ's Consumer Rights for Domestic & Sexual Violence Survivors

Initiative (CRDSVSI) and the Civil Legal Economic Advocacy Project in NYC. They will also provide project management support and substantive expertise to other CSAJ programs.

Specific Roles & Responsibilities

Directing all Organizational- and Practice-Based Change efforts, including:

- Identifying lawyer, advocate, and agency needs, providing and coordinating technical assistance and training;
- Developing and facilitating in-person and webinar trainings, institutes, and conferences on different areas of legal advocacy, and related to CRDSVSI's Consumer Rights Webinar Training Toolkits, the Civil Legal Economic Advocacy Project in NYC, Maryland Midshore Family Violence Council, and other work aimed at equipping organizations and advocates with tools to enhance economic advocacy.
- Producing and managing the development of written legal and advocacy materials and resources.
- Experience or interest in economic justice, anti-poverty lawyering, asset building, preferred.

Technical assistance and training efforts for this role have a focus on enhancing individual level advocacy. We are looking for someone with the skills to support this critical on-the-ground effort and with the energy and interest in helping CSAJ leverage impact and shift focus from individual advocacy towards organizational and systems change work.

Supporting Community Capacity-Building by working closely with the Director of Strategic Learning to design and implement Demonstration Site work, including:

- Contributing legal expertise and analysis to needs assessment and research projects.
- Supporting community and organizational assessments, strategic planning, and providing technical assistance for systems change with Demonstrations Sites.
- Facilitating partnership building & community organizing with Demonstration Sites.
- Providing overall project coordination/management to Demonstration Site projects, including Midshore Council on Family Violence, CSAJ's Consumer Spotlights, and Equity Mapping sites.
- Providing or coordinating legal and other advocacy training and TA to Demonstration Sites, based on gaps and opportunities identified during needs assessments.
- Sits on CSAJ's Research Committee, linking research efforts to individual and organizational practice.

Works to enhance CSAJ's Policy & Systems Change Advocacy by:

- Contributing to the development and execution of CSAJ's policy agenda.
- Coordinating coalition building and impact litigation efforts with CSAJ's Executive Director and Director of Policy.
- Supports the coordination of the National Advisory Council, presenting insights from the field, identifying systems and policy priorities back to the field

To carry out the responsibilities above and in support of the organization as a whole, the Director of Capacity Building will contribute to the following:

- Track and monitor Legal and Advocacy Technical Assistance and Training efforts.
- Manage and nurture relationships and work to expand CSAJ's cadre of Expert Advisors and Organizational Partners that contribute our work.
- Develop and maintain project work plans, executing all grant reporting within their portfolio.
- Provide day-to-day management of project budgets within their portfolio, in consultation with Director of Finance and Executive Director.
- Manage staff/interns to support, communicate, promote and develop project work.
- Manage/supervise project-related communications (training announcements, webinars, resource development, spotlights, etc.).
- Develop and manage content for email, website, and social media platforms, including special projects and development efforts.
- Contribute to development activities including project ideation, grant writing, funder research/outreach, and participating in organizational strategic planning.
- Coordinate meetings, logistics, and provide general administrative support to projects and organization as a whole.
- Present to and works with the Board of Directors as requested.

Experiences & Qualifications

What you bring:

- Two to five years of legal and/or lawyering experience, preferably in domestic violence/sexual assault, family, consumer rights, housing, economic justice, anti-poverty, and/or race equity/racial justice law, or equivalent combination of education and/or experience that will fulfill the basic responsibilities of this position.

- Experience with or interest in learning about policy/systems change agenda building and advocacy.
- Strong project management experience.
- Demonstrated experience managing multiple complex projects and/or enhancing capacity, strongly preferred.
- Experience working with and building partnerships across sectors.
- Desire to contribute to impactful project work as well as help steer the growth of a rapidly expanding yet lean national nonprofit organization.
- Excitement to bring perspective and experience from direct advocacy/representation to macro-level and national, yet nuanced, work.

We're looking for someone who is:

- Able to work independently while attentive to and able to contribute to real (albeit virtual) relationships and organizational culture.
- Capable of steering a ship. You don't have to know everything, but must be a holistic, systematic, thoughtful and strategic thinker who thrives on executing meaningful work fully, creatively, and with impactful intent.
- Strongly familiar with (and brings your own language to) gender, economic, racial justice, feminist and/or critical race theory, history, and advocacy movements. Has come from and/or worked with diverse communities and understands current conditions (and their roots) facing communities marginalized by virtue of race, ethnicity, citizenship, ability, religion, gender, gender identity, sexual orientation, and at the intersections. Has an interest in broad ranging social justice issues and a passion to share and hear from others.
- Diplomatic, practices self awareness and reflection, is able to give feedback to others, and brings your own sense of humor.
- Comfortable with bringing their own voice, perspective, approach to a dynamic team.
- A self-starter, who identifies problems and challenges her/his/their self, and initiates strategizing to address those challenges.

Compensation & Benefits

Compensation: The starting salary for this full-time position is \$54,000. CSAJ offers health insurance, a generous vacation package, and flexible working hours.

Location and Remote Working: CSAJ is a small but mighty nonprofit with staff located in Washington, DC and Brooklyn, NY, and with Expert Advisors located in states across the nation. The Director of Capacity Building can work remotely from anywhere or can work out of the DC or NY office.

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CSAJ is an Equal Opportunity Employer. We do not discriminate on the basis of race, religion, sexual orientation, color, sex, gender identity, age, national origin or disability. We welcome candidates from diverse backgrounds and experiences.



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