

This Role At a Glance

If you're currently a Communications Director, ready for a promotion to Vice President of Communications, or a Vice President of Communications looking for a change and you work in the social justice field related to domestic violence/sexual assault prevention, we would love to hear from you!

As the Vice President of Communications at A Call to Men, you will thrive as a reliable, detail-oriented, deadline-driven manager. You are a strategic thinker with strong leadership skills, the ability to perform well under tight deadlines, and the ability to manage multiple high-priority tasks while providing clear, level-headed guidance to the team.

Your talent, combined with your experience using digital channels to drive engagement, will foster your success. You'll enjoy working alongside the Chief Communications Officer to help develop strategy, plan and manage compelling daily content, engaging campaigns, and online events.

Additionally, your experience will help you collaborate with the Chief Communications Officer to develop crisis management protocols and strategies, and oversee and monitor the communications department's financial performance.

You'll take pride in managing content on A Call to Men's website, disseminating campaigns across the organization's digital platform, and measuring their success to advise future decisions based on metrics and data.

In this primarily work-from-home role, you'll enjoy supervising the Communications Manager, Communications Associate, Graphic Designer, Communications Interns, Independent Contractors (and the Film and Media Manager in the absence of the Chief Communications Officer) in ensuring each team member is equipped with the tools and support needed to excel. Your past experience leading diverse, remote teams will allow you to build connections while also providing mentorship and supervision. Being that this role is virtual, you'll thrive in managing inter-departmental collaborations and optimizing workflows to maintain a productive and motivated team.

You recognize that this role demands a dynamic, experienced individual with a proven track record of overseeing comprehensive communication strategies and leading efficient, cohesive teams. You'll bring to this role a high level of creativity, solid editorial judgment, and skills, as well as the ability to use and produce social media analysis that drives strategy and reinforces the organization's commitment to gender and racial justice.

In This Role, You Will...

- Act as the chief communications officer when the CCO is on travel for vacation, and other A Call to Men responsibilities.
 - Those duties include supervising the film and media manager and approving high-level content and messaging, among others.
- Build capacity in communications staff to develop personal growth opportunities through coaching and mentorship.
- Follow and enforce department and organization systems, policies, and procedures.
- Build healthy working relationships effectively within the communications team and other staff in the organization.
- Accomplish department objectives by supervising staff and organizing and monitoring work processes.
 - Plan, monitor, and appraise job performance for supervised staff in a monthly supervision evaluation document.
- Conduct training for staff and trainers on topics related to social media and marketing
- Work with the chief communications officer to develop crisis management protocols and strategies to manage the company's response and reputation.
- Manage communication during crises, ensuring timely and accurate information is disseminated.
- Manage the communications department's budget, ensuring efficient use of resources.
- Track and report on budget usage.
- Monitor financial performance of communication initiatives.
- Strategize, execute, and manage A Call to Men's paid media program to acquire leads.
- Excellent project management skills to consistently meet deadlines.
- Meet and collaborate with departments across the organization to create, project manage, implement, and evaluate strategic marketing campaigns.
 - Draft and implement creative and copy marketing briefs
- Develop, create, and execute email marketing each month
- Execute social media marketing plans working within monthly marketing budgets
- Create, execute, and monitor multi-platform content and social strategies, ensuring that brand voice is consistent across all social platforms
- Interpret social media metrics and translate them into critical takeaways to inform future strategy
- Design and test strategies to increase followers, engagement, and increase revenue
- Identify, capture, produce, and publish compelling written, graphic, and video content.
- Collaborate with the team on the design and implementation of all creative graphics designed for use on behalf of the company.
- Maintain current knowledge of best practices and standards in communications and marketing.
- Effectively handle urgent and high-pressure scenarios, providing clear and level-headed guidance to the team.
- Participate in creative buzz sessions and put forth fresh ideas for the team.

- Organize and/or participate in applicable workgroups, trainings, workshops, seminars, committees, and professional associations or conferences to promote continuous learning.
- Other duties and responsibilities that may be assigned

What You Know, The Skills You Have, and The Experience You Bring

- At least five to seven years of experience managing social media programs for social justice organizations (preferably for non-profit, domestic violence/sexual assault prevention organizations)
- At least two years of experience supervising productive, effective, cohesive teams
- Bachelor's degree in Journalism, Communications, or a related field (Master's degree preferred)
- Must have a proven record of successful online marketing campaigns, user engagement, and a demonstrated ability to react to current events.
- Ability to mitigate difficult or unexpected situations in the workplace as well as complex challenges and develop creative, positive, and proactive solutions
- Proven history of working independently as this is a primarily work-from-home role.
- Proven ability to manage stressful scenarios with professionalism and make sound decisions.
- Ability to perform well under tight deadlines and manage multiple high-priority tasks while providing clear, level-headed guidance to the team.
- Ability to establish and cultivate strong relationships both within the organization and externally.
- Experience in digital and social media communication, including crafting and executing holistic digital strategies with diverse audiences and goals
- A passion for creating engaging content across all digital channels
- Experience with web content management (mainly WordPress)
- Ability to integrate still imagery and video into web features
- Adherence to brand standards and marketing practices
- Strong functional knowledge of social media principles and practices and the desire to apply that knowledge in a professional environment

Who You'll Work With

- You'll report directly to the Chief Communications Officer
- You'll directly supervise the Communications Manager, Communications Associate, Graphic Design Manager, Communications Interns, and independent contractors (and the Film and Media Manager in the absence of the Chief Communications Officer.
- You'll also collaborate with the Vice President of Community Engagement, Vice President of Programs, Director of Operations, and Chief Development Officer.
- As a Vice President, you will serve on the Leadership Collaborative alongside all C-Suite members and VPs.

Why You'll Love Working Here

- The work of A Call to Men lives at the intersection of gender and racial justice. This role allows you to combine passion with purpose and helps create a safer, more equitable world for all.

- The salary for this role is \$120,000 - \$125,000
- Unlimited PTO
- Annual day off along with a \$250 gift card in honor of your work anniversary
- Monthly “Teacher Work Days” for no-meeting — head-down time.
- Summer Fridays – allowing for three-day weekends between June and August when your calendar permits.
- 401k with a 3% non-matching contribution and a 4% match
- Comprehensive health, vision, dental, and life insurance
- Annual \$5,000 Professional Development Stipend
- Annual \$5,000 Staff Fund. Use these monies to pay off student loans, put a down payment on a home, etc.
- Annual Mid-Year Retreat to deepen connection to both the team and the work
- Annual Staff Advance for collaborative strategic planning
- Opportunities for travel outside of the Mid-Year Retreat and Staff Advance

What The Application Process Looks Like

We recognize that applying for roles can be time-consuming, and you are many things to many people. Therefore, we aim to keep our interview process as efficient as possible. Our interview process includes a total of three rounds:

- In Level 1, you’ll meet the hiring manager and Chief Operations Officer (COO).
- In Level 2, you’ll spend time with all current VPs.
- In Level 3, you’ll have an in-person lunch with the hiring manager and COO, followed by a one-on-one in-person interview with the CEO. *Travel accommodations will be provided.*

Please note some of our roles require a skills assessment. If you’re applying for one of these roles, you’ll be notified in Level 1 and will complete the skills assessment in Level 2. Because a skills assessment utilizes the same skills that would be used upon hire, we will compensate you for the completion of this skills assessment. Further details will be disclosed during Level 1.

How to Apply

Please send your resume, cover letter, and two writing samples to kimya@acalltomen.org.

“A CALL TO MEN” is an “at-will” and equal opportunity employer. Applicants and employees shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, mental or physical disability, sexual orientation, gender (including pregnancy and gender expression) identity, color, marital status, veteran status, medical condition, or any other classification protected by federal, state, or local law or ordinance.

Reasonable accommodation will be made so that applicants with disabilities may participate in the application process. Please advise in writing of special needs at the time of application."

