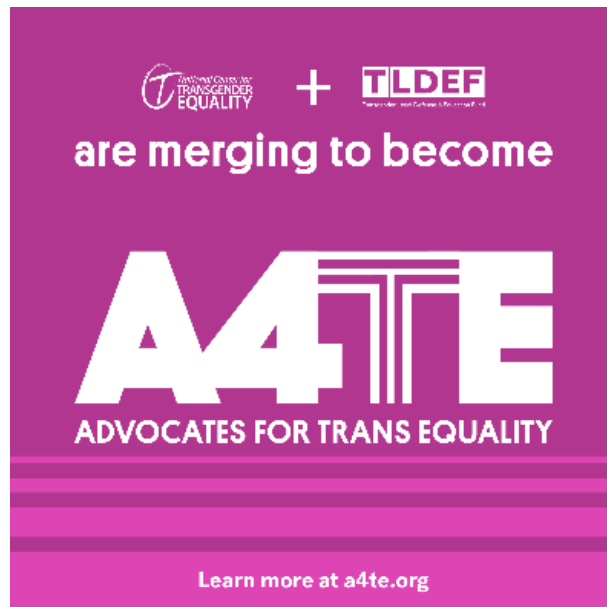


# Recruitment Profile

*for*

## Chief Strategic Programs Officer



## ***A4TE: Advocates for Trans Equality Remote (U.S.)***

LEADERSHIP TRANSITION | EXECUTIVE SEARCH | BOARD ADVISORY

## POSITION DESCRIPTION

<b>Title:</b>	Chief Strategic Programs Officer
<b>Organization:</b>	A4TE (Advocates for Trans Equality)
<b>Reports to:</b>	Chief Executive Officer
<b>Location:</b>	Remote Eligible

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### **ORGANIZATION OVERVIEW:**

The past few years have seen a record number of anti-trans bills and unprecedented attacks on trans people and their rights. In this moment when even more states are considering anti-trans policies and legislation, trans voices are needed more urgently than ever. In response, two of the country's largest, trans-serving, national organizations – The National Center for Transgender Equality (NCTE) and the Transgender Legal Defense and Education Fund (TLDEF) – are joining together as Advocates for Trans Equality (A4TE). This newly created organization will wield twice the power, twice the influence, and twice the resources to advance policy changes and legal action to dramatically improve the lives of trans people all over the country. A4TE will continue the same life-saving work that NCTE and TLDEF have led for the past 20 years. Through education, advocacy, and litigation, they will continue to win the hearts and minds of policymakers and the public; ultimately and securing the full legal and lived equality trans people deserve. [Merger press release](#)

A4TE: Advocates for Trans Equality (A4TE) fights for the legal and political rights of transgender people in America. Leveraging decades of experience on the frontlines of power, A4TE shifts government and society towards a future where we are no less than equal. Founded in 2024, Advocates for Trans Equality was formed through an alliance by two national trans advocacy organizations and is of, for, and by the trans community. Advocates for Trans Equality (501c4) and Advocates for Trans Equality Education Fund (501c3) will focus its efforts on political and legal advocacy, public education, and community engagement. Advocates for Trans Equality and Advocates for Trans Equality Education Fund will be incorporated in Washington, DC with offices in DC and New York and will employ more than 40 dedicated staff who will share office space and work across the country.

### **A4TE Brand Pillars:**

**Of, for, and by the trans community:** informed by our intersectional identities, we are champions for trans communities nationwide.

**Catalysts from the inside out:** we work on the inside to build representation and power for trans people on the outside.

**Led by heart, driven by justice:** we meet the urgency of this moment with conviction, joy, and hope for a more just future.

**Nothing less than equality:** we're fueled by the incontrovertible belief that trans people are owed the same rights as anyone else.

**Courageous for the work:** undaunted by the forces against us, we remain steadfast in our pursuit of full equality for our community.

*To learn more about A4TE, please visit <https://A4TE.org/>.*



**THE POSITION:**

The newly created Chief Strategic Programs Officer plays a critical role in the organization's impact. Reporting to the Chief Executive Officer, this individual will serve as the primary leader of A4TE's policy and legal work. The Chief Strategic Programs Officer will oversee and lead a growing team of 18 with four direct reports advocating in the executive, legislative and judicial branches at the federal, state, and local levels on behalf of transgender Americans. The position operates as a direct leader of the Strategic Programs team, and also as an active, collaborative member of the A4TE Executive Leadership Team.

Specifically, the Chief Strategic Programs Officer will be responsible for ensuring the programs and goals of the Legal and Policy teams are aligned with the mission and on track for success. Legal programs include robust pro-bono services coordination for community members including The Name Change Project and The Trans Health Project as well as a litigation project. The Policy team includes both State and Federal legislative and administrative advocacy.

**PRIMARY RESPONSIBILITIES:**

*[NOTE: We understand that no single candidate will have equal depth across all areas listed in the Responsibilities, Candidate Profile, or Required Skills/Personal Characteristics noted below. Successful candidates will demonstrate a compelling combination of many of them and the self-awareness and professional maturity to leverage existing or new resources in area(s) where they lack personal depth.]*

***Strategic Leadership***

- Serve as a collaborative, cross-functional organizational strategist that contributes to broader organizational discussions and efforts (beyond those specific to functional expertise).
- Manage, coordinate, and inspire the Policy and Legal teams to ensure team accountability, strategic alignment, and results, including co-creating and accomplishing organizational Key Performance Indicators (KPIs) and metrics.
- Ensure alignment and coordination with the organizing department.
- Directly supervise the Policy Directors and Legal Directors.
- Ensure professional development and continued engagement of all members of the Policy and Legal teams through a lens of diversity, equity, and inclusion (DEI).
- Work with other leaders and colleagues within the Engagement and External Relations teams and throughout A4TE on strategy and decision-making.
- Advise and provide strategic guidance to the CEO on risks and opportunities, provide assessments of legal and political developments, and ensure the CEO is apprised of progress.

***Issue, Policy, and Campaign Oversight***

- Engage autonomous individuals and departments to work effectively in concert and act as a central decision-maker on campaign and policy engagements –shaping budgeting decisions, campaign priorities, policy development agendas, and political messaging frames.
- Ensure the legal team has the support, oversight, partnerships, and resources it needs to provide excellent, ethical, strategic legal representation in service of trans communities.
- Oversee development and execution of robust legal and advocacy strategies on issues impacting trans people and their families and communities.
- Ensure alignment of policy and legal advocacy strategies , identifying opportunities for synergy and resolving potential conflicts.
- Ensure cross department coordination and alignment as necessary: legal and communications, policy and engagement.

- Oversee multiple short- and long-term priority projects, providing clear input on some and leading on others while effectively directing the efforts of others across work streams.
- Help build and manage partnerships and alliances to advance and refine the advocacy and litigation strategy.
- Draw on a high level of emotional intelligence and political savvy to navigate different stakeholders' motivations, build consensus, and create impactful opportunities.
- Collaborate with the Executive Leadership Team to ensure strategic alignment and identify cross-cutting initiatives and opportunities.
- Represent A4TE as a supportive external ambassador of the organization to key external constituencies in speaking engagements, conferences, and in other advocacy and litigation spaces.

**CANDIDATE PROFILE:**

You are a highly skilled individual with expertise in legislation, administrative advocacy, impact litigation, and pro bono legal services relevant for transgender people. You possess a deep understanding of, and passion for A4TE's unique mission and issues. You are a tested leader and strategist, with action-oriented instincts and outcomes-based advocacy experience. You operate nimbly, while effectively navigating complex internal and external institutions. You are motivated by the opportunity to affect substantive policy and political change and possess insights into the macro factors influencing those elements. You possess the savvy to make that happen on the ground (through a combination of creative campaigns, building and leading coalitions, and serving as an external spokesperson and influencer). You are comfortable and proven in the role of counselor, operator, and influence-driven tactician. You understand how to pull pieces of a puzzle together. While you may not have expertise in every issue area or types of advocacies, your exposure to and passion for transgender equality are primary qualifications.

***Preferred Skills & Experience (should have)***

- Five plus years' hands-on experience, including administrative and legislative advocacy, impact litigation, alternative dispute resolution, and pro bono and legal services coordination.
- Experience managing a high functioning team in a remote work space, specifically the ability to partner with colleagues to develop and refine new strategies and legal theories, while assessing risk to determine the path forward.
- Training and/or experience in public education and legislative advocacy campaigns;
- Familiar with 501c3/501c4 and PAC strategies, and familiar with lobbying rules and regulations;
- Policy experience in relevant areas such as transgender rights, LGBTQI+ equality, abortion, disability justice, racial justice, voting rights, and social justice among others;
- Superior management skills;
- Strong ability to supervise and coordinate the work of attorneys, paralegals, outside counsel, and other related consultants;
- Demonstrated ability to understand and incorporate viewpoints from all stakeholders to drive decision-making and share benefits;
- Demonstrable experience with principles and procedures of successful litigation;
- Knowledge of legal documentation procedures and requirements;
- Strong ability to communicate importance of work to funders;
- Prior budget management and fiscal management experience;
- JD from an accredited law school;
- Ability to travel in the U.S. and work outside normal office hours including some evenings and weekends.

***Desired Experience (nice to have)***

- Experience working at a national non-profit organization with 25 or more employees and an annual budget of \$5M or more;
- Experience leading, or co-leading campaigns that combine impact litigation/legal services, advocacy, and community organizing;
- Trial advocacy skill or experience managing a legal program with an active docket in trial, appellate, and state, and federal courts;
- Experience in impact litigation and with various legal theories for social change;
- Experience with direct provision of legal services;
- Experience with and knowledge of legislative drafting, statutory analysis, and Congressional procedure;
- Experience with and knowledge of federal notice and comment rulemaking, including regulatory drafting and OIRA/OMB processes;
- Prior experience working in an advocacy, legal, or campaign-like work setting;
- Experience working collaboratively with advocates and organizations in peer social justice movements (e.g. repro rights, disability rights);
- Servant leadership philosophy and human-centered management training.

***Personal Characteristics***

- Deep cultural competency and humility, particular in relation to trans/nonbinary and BIPOC identities, issues, and priorities;
- Demonstrated commitment to centering the needs of the most marginalized LGBTQI+ people, and to operating within a broader social justice framework;
- High levels of emotional intelligence, self-awareness, and professional maturity;
- Naturally connects and builds strong relationships with other people at all levels of power, privilege, ability, socio-economic status, and ability;
- Able to communicate clearly and persuasively up in all directions (up, across, and down);
- Open and collaborative by nature but can be decisive – able to make difficult or unpopular decisions when necessary for the good of the organization and mission;
- A leader who is viewed by others as having a high degree of integrity and forethought with the ability to act in a transparent and consistent manner;
- Firm belief that both ethics and impact are in an organization’s best long-term interest;
- Comfortable with ambiguity and uncertainty; the ability to adapt nimbly and lead others through complex situations.

**[NOTE: Research shows members of marginalized groups are less likely to apply for positions unless they meet 100% of a job description; please consider applying even if you don't meet all of these criteria.]**

**COMPENSATION:**

Advocates for Trans Equality is offering an attractive and comprehensive compensation package for this position, including a salary range of \$160,000 - \$180,000. Benefits include 100% employer paid medical, vision, dental, and life insurance; employer contributions to spousal and dependent healthcare, employer contributions to a 403b retirement plan; remote work stipends; access to gender-affirming healthcare pool; name change support; generous time off including paid holidays, paid vacation, sick time, and office-wide closures; weekly wellness hours; volunteer hours; healthcare flexible spending account; pre-tax commuter benefits; and a professional development stipend.



Advocates for Trans Equality is committed to creating a diverse staff made of people from all segments of transgender and allied communities who are hardworking, kind, optimistic and committed to social justice. Transgender people, non-binary people, people of color, people who were formerly incarcerated, and people with disabilities are particularly encouraged to apply.

**TO APPLY:**

Kevin Chase Executive Search Group has been retained to lead this recruitment effort on behalf of A4TE. KCESG and A4TE do not discriminate on any basis, including sex, age, class, gender identity or expression, ethnicity, ancestry, military status, genetic information, marital status, physical or mental ability or disability, race, religion, sexual orientation; access to public benefits and/or housing voucher assistance; other sources of income that do not conflict with the fundamental values or needs of the organization; veteran status; criminal record provided the past convictions do not impact funding, the organization's values and mission, the employee's ability to perform their core job duties, and licensing requirements; or any other characteristic protected by law.

To apply, please submit a complete resume with full employment history and a cover letter detailing your interest in the position and the professional and/or lived experience you believe makes you a uniquely qualified candidate for this role.

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*Please note that all education, dates of employment, compensation and other information provided will be verified prior to an offer of employment.*