

Updated: March 30, 2022
Title: Hope for Us Conflict Engagement Team Co-Director
Staff Group: Congregational Life
Reports To: Director of Congregational Life
Location: Open*
Grade: 14, full-time with benefits

Purpose

To work with the partner Co-Director to support and build a team of Hope for Us Regional Coaches serving alongside Congregational Life staff in helping congregations to address issues that keep them from mission.

Principal Responsibilities

1. Sets policies, priorities, and strategies for the Hope for Us Conflict Engagement Team.
2. Hires, supervises, and evaluates Hope for Us Regional Coaches and staff. Appoints members to the Advisory Council. Meets with these teams and the Hope for Us Roundtable regularly.
3. Helps develop learning and teaching strategies. Ensures coaches and staff are equipped with skills and resources to succeed in their roles and integrate an anti-racism, anti-oppressive, and multicultural sensibility at all levels.
4. Works with congregational leaders to engage conflict, to live into faithful covenants, and to return to mission.
5. Oversees the budget and other administrative functions, including communication vehicles, in coordination with administrators.
6. Advises Congregational Life staff on conflicted situations, as needed.
7. As a member of the Congregational Life Leadership Team, collaborates, coordinates, and consults with other members to best serve the congregations in all five regions of the Association.
8. Develops working relationships with adjacent organizations (professional and identity-based) and the larger Association.
9. Performs other duties as requested by supervisor, the Executive Vice President, or the President.

Qualifications

This is a Grade 14 position (expected hiring range \$75,000-\$80,000 depending on experience). Note that qualifications may be met as a result of lived experience, volunteer work, professional experience, and/or formal or informal training.

Requirements include:

- Master's degree or equivalent.
- Deep understanding of Unitarian Universalism, including 5+ years of experience in UU settings, including UU congregational experience.
- Experience in conflict engagement, transformation, or negotiation skills.
- Passion for organizational design and team development.
- Demonstrated experience in analyzing, managing, and teaching complex systems dynamics.
- Team leadership and staff supervision experience.
- Experience with field staff consulting desired, but not required.
- Understanding of issues around anti-racism, anti-oppression, and multiculturalism.
- Knowledge and experience of group and organizational change dynamics.
- Excellent interpersonal, intercultural, and communications skills.
- Proficiency in the Microsoft Office Suite (Excel, Outlook, PowerPoint, and Word).
- Capacity to use social media, Google Documents, Zoom, and other emerging communications and remote learning technologies.
- Work or lived experience with communities of color or indigenous peoples is of particular value.
- Eagerness to work in an organization in which the dismantling of white supremacy is a high priority.
- Ability to perform work that involves travel and weekend work.

How to Apply

People with disabilities, people of color, indigenous people, Hispanic/Latinx, and LGBTQ candidates are encouraged to apply. The UUA is committed to developing a diverse and talented staff team. If you are excited about this role, but are unsure whether you meet 100% of the requirements, we encourage you to inquire and/or apply. Send cover letter and résumé—indicating “Hope for Us: Conflict Engagement Team Co-Director” in the subject line—via e-mail to

careers@uua.org, via fax to (617) 948-6467, or to Human Resources, UUA, 24 Farnsworth Street, Boston, MA 02210. E-mail submissions preferred.

About the UUA

The Unitarian Universalist Association is a progressive religious denomination headquartered in Boston's waterfront Fort Point Innovation District with staff based throughout the United States. Our faith community of more than 1,000 self-governing congregations brings to the world a vision of religious freedom, tolerance, and social justice. Our normal workweek is 35 hours, we pay 80% contribution towards health insurance premiums, 10% towards retirement (after one year), and have generous paid time-off policies. We are a great place to work and we value diversity. The UUA is an Equal Opportunity Employer and is committed to the full inclusion of all. As part of this commitment, the UUA will ensure that applicants and staff with disabilities are provided reasonable accommodations. If reasonable accommodation is needed to participate in the job application or interview process, to perform essential job functions, and/or to receive other benefits and privileges of employment, please contact the Office of Human Resources at (617) 948-4648 or humanresources@uua.org. For more information on the UUA, visit us online at UUA.org and uuworld.org.

Support for the Mission and Values of the Association

The Unitarian Universalist Association is a progressive and historic religious denomination. While it is not generally required or expected that an applicant/employee identify as a Unitarian Universalist (UU) or be a member of a UU congregation in order to work at the UUA, all UUA staff members are expected to perform their job duties in accordance with the UUA's values, principles and mission. In particular the following points, drawn from the Seven UU Principles, are of particular importance for the UUA's work environment and staff culture:

- The inherent worth and dignity of every human being: We affirm the need for a human-centered workplace that allows our diverse staff to flourish. We also understand that our wider culture and society oppresses and denies human dignity, and we seek to counter the effects of that oppression in our hiring and workplace culture so that each person feels whole and valued.
- Justice, equity and compassion in human relations, and the goal of world community with peace, liberty and justice for all: We speak openly and publicly of our support for social and political issues, including LGBTQ equity, racial justice, climate justice, gender equity, and reproductive justice.
- The interdependent web of existence: We recognize that the liberation of all people is interwoven, and we work to counter patriarchy, white supremacy, colonialism, homophobia, transphobia, ableism, environmental exploitation, and other interrelated systems of marginalization.