

Who We Are

The Massachusetts Bail Fund (MBF) is a non-judgmental bail fund that pays cash bail so that people with criminal charges can await trial in the community. The Massachusetts Bail Fund is committed to reducing the harm of pre-trial detention by posting bail and to abolishing pre-trial detention and supervision in the long-term. Within our organization, we are committed to cultivating a culture of acceptance and connectedness that honors the diverse backgrounds of the people that we serve.

The Opportunity

MBF seeks an Executive Director (ED) to provide overall leadership and have primary responsibility for the management of the organization, with emphasis on strategic direction, administration, and Board relations.

The ED will provide leadership and vision to multiple sets of stakeholders, including:

- **MBF staff and volunteers:** In partnership with the staff, this leader will design and develop strategies and initiatives that strengthen and advance the organizational mission
- **Community stakeholders:** The ED will be the central public face of the MBF. This responsibility includes maintaining existing relationships with community organizations and policy makers, while growing new partnerships
- **The Board of Directors:** The ED will partner with the Board of Directors, to ensure the integrity and impact of the organization.

Candidate Profile

We value diversity and a commitment to equality. We believe better work occurs when people of diverse backgrounds and experiences work together. In recruiting members of our team, we welcome the full spectrum of humanity. We embrace the unique contributions that you can bring in terms of your culture, ethnicity, education, opinions, race, sex, gender identity and expression, nation of origin, age, languages spoken, veteran's status, religion, disability, economic status, and sexual orientation. We are interested in your talent, intelligence, dedication, persistence, and desire to see all people treated fairly and respectfully, no matter the allegation or circumstance. Priority will be given to candidates who have experience with cash bail being imposed upon them and lived experience in being policed. We also value experience in having posted cash bail. A law degree is a bonus, but not required. The most competitive candidates will have the following knowledge, skills, and abilities:

Knowledge

- **Prison Abolition Movement** We seek a candidate who possesses a deep knowledge of the prison abolition movement, including an understanding of foundational scholarship and key

players. Ideally, this knowledge will span both local (Massachusetts) and national contexts, with an established history of relationships engaging in movement work.

- **Cash Bail** The ideal candidate will also have a deep knowledge of the cash bail system of Massachusetts. Candidates should also be familiar with relevant legal statutes and Massachusetts case law. Knowledge can be demonstrated by having experience with cash bail being imposed upon you, having posted/payed cash bail, and/or having legally represented someone with cash bail.

Skills & Abilities

- **Collaborative Leadership** The ED will have a demonstrated ability to lead through collaborative partnerships rather than a top down approach. We seek someone with the skills and ability to be the driving force behind a shared vision of ending cash bail and pre-trial detention/supervision, while also accepting direction and from community stakeholders, staff, the board of directors, and especially people directly impacted by the cash bail system in Massachusetts.
- **Community Organizing** The ED will have strong working relationship with key leaders, including grassroots organizers, civic leaders and the heads of other advocacy and justice-oriented organizations.
- **Advocacy** The ED will have the skills and abilities to act as an effective public speaker and communicator. We seek someone with a successful history of communicating with diverse stakeholders including currently incarcerated people, people released on cash bail, family and friends of people incarcerated/held on cash bail, people who work in the courts/jails, community leaders, and policy makers. We also seek someone with the ability to effectively communicate through multiple platforms, including social media, with the press, and orally (i.e. public testimony).
- **Operational & Financial Management** We seek an ED who has a demonstrated history of successful management who can ensure overall day-to-day operations are aligned with strategic goals. This leader will have the ability to develop a robust partnership with the Board and ensure fiduciary responsibility, sound financial management practices and accountability while remaining creative and innovative. The ED will have a demonstrated understanding of how to run a financially sound organization by managing through complexity with transparency and accountability.

Compensation & Benefits

The annual salary for this role will be \$80,000-\$100,000, commensurate with qualifications and experience. MBF offers a generous benefits package.

To Apply

Please send a list of 3 references (contact information and name), cover letter and resume to information@massbailfund.org Applications will be accepted until December 31, 2020.