



NONHUMAN RIGHTS PROJECT

Managing Director of Programs Position Description

About the Nonhuman Rights Project

The Nonhuman Rights Project works to secure fundamental rights for nonhuman animals. Our groundbreaking work challenges an archaic, unjust legal status quo that views and treats all nonhuman animals as “things” with no rights. We work to achieve our mission in three ways:

- Litigation (changing the legal status quo and catalyzing a global conversation about how nonhuman animals are viewed and treated under the law);
- Government Relations and Advocacy (building grassroots support at the local, national, and global levels and working to pass the first nonhuman rights laws in the US); and
- Education (raising awareness of the need and basis for nonhuman rights and providing resources to empower others to join the fight).

The NhRP’s litigation and legislation are the first of their kind in the world. Our persistence and bold approach are already changing the legal status quo and have catalyzed a global conversation about how our legal systems view and treat nonhuman animals. As a result of the NhRP’s unique mission and work, courts and legislatures are beginning to recognize the systemic problem of animals’ rightlessness, the suffering it has caused, and the ways it undermines the values and principles of justice - liberty, autonomy, equality, and fairness - on which our own human rights depend.

Our work follows centuries-long global struggles against the denial of human rights based on race, ethnicity, gender, sexual orientation, disability, or other status. No one should be denied rights because of who they are - including nonhuman animals.

We are the only civil rights organization in the United States dedicated solely to securing fundamental rights for nonhuman animals.

Position Overview

The NhRP seeks a Managing Director of Programs who is passionate about animal rights and who has the leadership, management, and communication skills necessary to manage a broad portfolio of responsibility. The Managing Director of Programs will serve as a key advisor to the NhRP Executive Director, helping to execute strategy and ensuring that our programmatic work is directed in a way that achieves the greatest impact for the cause of animal rights.

The Managing Director of Programs will guide the annual strategic planning process for the NhRP's litigation, legislation and education programs in consultation with the NhRP's Executive Director, Managing Director of Operations, program directors, and other senior team members. The Managing Director of Programs will manage the work of all of the NhRP's program areas by implementing the strategic plan, ensuring programmatic alignment with strategic goals, and overseeing successful cross-coordination between program areas and other departments.

A member of the NhRP leadership team, the Managing Director of Programs reports directly to the NhRP Executive Director and works closely with the Managing Director of Operations. The Managing Director of Programs directly supervises NhRP program directors for litigation, government relations and advocacy, and education. This is a full-time remote position.

Key Responsibilities

- Work with the NhRP's Executive Director and other members of the leadership to craft a strategic plan that will inform short- and long-term programmatic goals consistent with the NhRP's long term strategic vision and available financial resources
- Craft and execute operational strategies to ensure NhRP programs are aligned and coordinated across the organization, ensuring consistency in implementation and maximizing impact
- Monitor program team performance and carry out supervisory responsibilities, including assigning and directing work, evaluating performance, and delivering timely and constructive feedback
- Develop and maintain a broad and deep knowledge of all issue areas related to NhRP's work, providing thought partnership to program directors as they craft and execute program-specific plans
- Provide leadership to program directors in assessing programmatic priorities, projects and activities and their feasibility and priority in achieving the NhRP's mission

- Proactively research, identify and explore new opportunities to grow NhRP's impact, including growth and development of existing programs, creation and development of new programs, campaigns, projects, and partnerships
- Serve as a mentor and leader, motivating program team members to do their best work by providing clarity around program priorities as well as ongoing guidance, coaching and feedback
- Drive end-to-end program execution by building and managing systems that keep cases and other programs on track and help us operate more efficiently overall, including stakeholder coordination (e.g., experts, local counsel, internal teams), smart use of technology, rigorous document and deadline management
- Participate in a budget development process for all program areas; monitor programmatic operations to ensure sound fiscal management vis program priorities
- Be active and visible in the animal advocacy community, developing NhRP's brand and identity and positioning the organization as the leading voice for legal rights for nonhuman animals
- With the Managing Director - Operations and the development team, participate in stewardship and solicitation activities related to NhRP donors and supporters, including assistance crafting strategies that will engage new funders and donors
- Increase public understanding about the need for legal rights for nonhuman animals through publishing high profile articles and op eds, engaging in media interviews and events, and giving talks and lectures that draw attention to NhRP's mission (some travel required)
- Serve as a spokesperson with our supporters, the media, and the public

Skills and Experience Needed

- Powerful commitment to civil rights and civil liberties consistent with the mission and goals of the NhRP; genuine passion for NhRP's mission with the ability to communicate this passion to others
- Enthusiasm for animal rights law; an appreciation of the difference between animal welfare and animal rights
- Demonstrated experience creating and managing high impact litigation and/or policy programs and strategies that advance animal rights
- At least five (5) years of experience in a leadership/management role at a nonprofit/advocacy organization with some track record of success operationalizing a vision
- Senior-level experience successfully managing a collaborative, remote team; strong interpersonal, problem-solving, and mentoring skills

- Demonstrated experience successfully conducting a litigation campaign from start to finish; at least eight (8) years of experience developing and litigating significant cases or projects preferred
- Government relations, legislative policy making, lobbying experience is also a plus
- Excellent written and verbal communication skills, including experience as an effective public speaker; experience serving as a media spokesperson in an advocacy context
- Proactive and solutions-oriented leader who is equally comfortable guiding strategy and pitching in directly when the team needs all hands
- Exceptional people skills, sense of humor, and comfort in fostering and contributing to a friendly, supportive, inclusive, and team-oriented environment
- Juris Doctor degree from an accredited law school preferred
- Admission to the bar in at least one U.S. state preferred

Compensation and Benefits

The salary range for this position is \$140,000- \$150,000/year.

The NhRP offers comprehensive health benefits delivered through an Individual Coverage HRA (ICHRA) which provides employer-funded tax-free reimbursements for the individual plan of your choice, flexible paid time off including all federal holidays, paid parental leave, 403b retirement plan with employer match, professional development stipends, and home office equipment subsidies.

How to Apply

Interested applicants should submit a resume, cover letter, and three relevant writing samples describing why they are a good candidate for this position to jobs@nonhumanrights.org with “Managing Director of Programs” in the subject line. Applications will be accepted on a rolling basis until a candidate is hired. Select candidates will be contacted and invited to participate in next steps in the selection process.

Additional Information

The Nonhuman Rights Project is an Equal Opportunity Employer and acts in accordance with applicable laws in all of our hiring and employment practices. NhRP considers applicants for all positions without regard to race, color, religion, creed, gender identity, national origin, age, ability, marital or parental status, sexual orientation, or any other protected factor under federal, state, or local law. This is a U.S. based position. In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.