

Managing Director, Sex Workers Project, Urban Justice Center

The Urban Justice Center serves New York City's most vulnerable residents through a combination of direct legal and social services, systemic advocacy, community education and political organizing. The Urban Justice Center's unique model supports 12 distinct projects that serve different populations with legal and social services, and bring the voices of their clients into broader advocacy efforts.

Founded in 2001, the [Sex Workers Project \(SWP\)](#) at the Urban Justice Center is the first and only program in the country to focus on the provision of legal and social services to sex workers, by protecting and promoting the rights of individuals who engage in sex work, regardless of whether they do so by choice, circumstance, or coercion. Our clients include current and former sex workers, people profiled as sex workers, and survivors of human trafficking - including people of all genders and gender expression - who encounter enormous barriers to accessing services. Using trauma-informed principles, and working through a human rights and anti-oppression lens, SWP engages with this critically underserved population through therapeutic counseling and case management, legal service provision, outreach, and leadership development. We also engage in research and policy advocacy, working to document the needs of sex workers and survivors of trafficking and to educate the media, the public, and policy-makers about our findings. We work from a human rights, anti-oppression, and harm reduction perspective through a client-centered approach.

SWP is seeking a Managing Director to lead the project's work, including setting goals and determining methods. Responsibilities include the hiring, supervision and training of staff; securing full project budget from government and foundation sources and serving as, or working closely with, lead counsel on affirmative impact litigation.

Qualifications

The ideal candidate will be an energetic, dynamic and creative individual who has a passionate commitment to the project's work and possesses significant supervision, leadership and management skills, with the ability to relate effectively to a diverse group of clients and staff. At least five years of experience in civil legal services, human rights, sex work advocacy or human trafficking field(s) is required. Experience in fundraising, contract/grants management, and capacity with successfully integrating a variety of methods to achieve systemic change are essential.

- A law degree is not required, but is strongly preferred. Otherwise qualified applicants with significant and relevant experience advocating for our client population will be considered. Candidates who do not possess a law degree should have experience working with lawyers, social workers, and other professionals in an interdisciplinary

environment. We encourage applications from people with lived experience of sex work.

- Applicants should have experience working with sex workers and survivors of trafficking, working to eliminate the discrimination experienced by our clients and the societal stigma surrounding sex work.
- Experience working with immigrants and immigration issues is strongly preferred.
- Demonstrated experience and success in fundraising and grant-writing
- Experience supervising interdisciplinary staff, as well as interfacing with and supervising other managerial staff
- Excellent oral and written communication skills
- Fluency in Spanish, Mandarin, and/or Korean strongly preferred
- Applicants should be familiar with principles of trauma, and have a demonstrated capacity working within a human rights and anti-oppression framework.

Essential Job Functions

- Hire and supervise all project staff, in conjunction with other project supervisors
- Develop and refine the goals and direction of the project, keeping in mind the needs of project clients, the core mission of SWP, and available funding resources
- Support and develop group cohesion and maintain a positive work environment for all staff
- In collaboration with the Director of Development, obtain and retain funding, through government contracts and/or foundation funding and direct contributions, in order to maintain project services
- Ensure appropriate data collection for grants/contracts reports and management, as well as prepare for and participate with audits of project contracts/grants
- Represent the project and its goals, through traditional and social media outlets, coalition work, and outreach with elected officials and community leaders.
- Stay informed about policies and legal development in the field, in order to ensure SWP's work is responsive to current trends.
- Build and foster relationships with outside law firms, non-profit organizations, and other community groups with similar goals to SWP, to create systemic change for individuals who have engaged in sex work, whether by choice, circumstance, or coercion
- Participate actively as a member of the Urban Justice Center Executive Management Team, meeting regularly with other Managing Directors of the Urban Justice Center and the Executive Director, to ensure proper management of the Urban Justice Center, including serving on management bargaining committees and assisting with other union/management concerns
- Support office-wide collaboration and camaraderie by leading and participating in cross-project trainings, dialogue and events

Salary & Benefits

Salary is commensurate with education and experience. The Urban Justice Center offers a flexible work environment and a highly competitive benefits package that includes vacation, personal, and sick time; medical and dental coverage; vision and gym reimbursements; and a 401(k) plan.

How to Apply

Submit a one-page cover letter addressed to SWP Staff, resume, and list of three professional references as a single .PDF document to mbanderson@urbanjustice.org with "Project Director" in the subject line.

Applications will be accepted on a rolling basis. Due to the high volume of anticipated applications, we cannot respond to applicants unless selected for further consideration.

The Urban Justice Center is an equal opportunity employer. All qualified applicants will be afforded equal employment opportunities without discrimination because of race, religion/creed, color, national origin, sex, age, disability, sexual orientation, gender identity/expression, military status, predisposing genetic characteristics, victim of domestic violence status, or marital status.

People of color, LGBTIQ individuals, individuals who have personal experiences with poverty, experiences in sex work, and people with disabilities are strongly encouraged to apply.