



## **Manager, Coalitions & Worker Power**

### **Job Description**

#### **About Just Futures**

Just Futures is a start-up registered investment advisor founded in 2022 to deliver financial solutions that support a Just Transition to a regenerative economy. Our vision imagines a financial system that creates value for people, communities, and the planet—not just a privileged few. We have two primary strategies as part of our initial effort towards this goal. The first is connecting nonprofit workers with a values-driven retirement savings plan that addresses their desire for transformative social change. The second is providing values-driven asset management to nonprofits and foundations. Just Futures seeks to hire a Manager to empower its worker, nonprofit, and foundation clients with the education and tools to exercise their collective voice in corporate decision making.

Just Futures is building itself to address the racial wealth gap and the climate crisis. We are a people of color-owned and gender diverse investment firm, incorporated as a public benefit corporation. We have committed up to 55% non-dilutable ownership for nonprofit and social movement organizations that are creating a Just Transition to a regenerative economy. This means that organizations who are focused on building economic systems that prioritize people and the planet are part of the ownership, governance, and management of Just Futures. You can read more about our unique ownership model [here](#).

#### **The Opportunity**

Just Futures is seeking a Manager, Coalitions & Worker Power to join the team in a full-time role to help lead its effort to amplify the voice of workers against corporations and asset managers whose decisions can have a disproportionate negative impact on low-income communities, communities of color, and other historically marginalized communities

Just Futures seeks to fill a critical gap in the 401(k) industry to advance social, racial and environmental justice through shareholder activism. Yet providing values-driven retirement investments is not enough. Just Futures can begin to empower this base of workers and their assets to push corporations on the social justice issues of import to these workers and BIPOC

communities. Coupled with solidarity financial education and resources from other nonprofit allies in the racial justice space, Just Futures seeks to harness the power of its worker 401(k) participants and nonprofit assets to enact corporate change towards social, racial and environmental justice.

## **Responsibilities**

**Base-building and Worker Outreach.** Recruit workers and their organizations to serve as a base of shareholder power.

**Community and Worker Education.** Educate the 401(k) plan worker base and the broader public on issues such as financial planning with a racial justice lens, equitable retirement plan design, shareholder advocacy, as well as labor rights and campaigns against corporations for social racial and environmental justice.

**Coalition building with other shareholder and racial justice groups.** Build relationships with shareholder advocates, especially those that bring a racial justice lens to this work. This team-member will work with movement groups, who dictate the issues that are important, to prioritize and pursue campaigns.

**Corporate Campaigns for Racial Justice.** Coordinate and contribute to campaigns against corporate bad actors whose behavior exacerbates racial inequality. Just Futures will build/buy technology that will enable its 401(k) plan workers to vote their shares on resolutions in corporate boardrooms on issues like labor and racial justice audits, corporate political spending, as well as more transformative campaigns for social, racial and environmental justice.

## **Qualifications**

**While no one candidate will embody all the qualifications below, our ideal candidate would bring:**

- Baseline critical perspective on how the current extractive financial system has catalyzed massive racial wealth inequality and environmental destruction, and an interest in growing your political analysis
- Strong commitment to transforming the financial system to one based in cooperation, collective ownership, and democracy

- Self-starter mindset; does not wait to be told what to do next; Organizational skills needed to plan, organize, and execute projects and tasks independently and on deadline
- Strong relationship building and people skills; coalition-building experience a plus
- Ability to conduct thorough research to identify material risks to low-income communities and communities of color within specific companies or industries
- Ability to draft written materials, create videos, plan events, and deliver trainings for a range of audiences in service to community and worker education initiatives
- Experience with media, including taking interviews, writing op-eds, and working with communications professionals to craft messages for press outreach.
- Comfortable with technical tools (or learning them) ranging from Google Suite to community engagement tools

We strongly encourage women, people of color, and individuals who identify as part of the lesbian, gay, bisexual, transgender, and/or queer communities to express interest in this opportunity.

### **Compensation & Benefits**

This is a 2-year grant funded position with the possibility of extension.

Salary: \$70,000 - \$85,000

#### Benefits

- Comprehensive health coverage including medical, dental, vision, and life insurance plans
- Pre-tax and Roth 401(k) retirement savings plans
- Unlimited vacation and sick leave
- Time off for 11 holidays plus the week of December 25th to January 1st
- Half-day Fridays between Memorial Day and Labor Day

## **How to Apply**

*To express your interest in this opportunity, please submit your resume and a letter of interest to [hiring@justfutures.co](mailto:hiring@justfutures.co) with “[Your First and Last Name] Letter of Interest for Manager, Coalitions & Worker Power” indicated in the subject line. In your letter of interest, please share why you’re interested in this opportunity and give an example of past professional experience that is relevant to the qualifications listed above.*

*The selection process may include phone screen discussions, candidate exercises (no more than 1 hour), Zoom discussions, and reference checks. Individuals under consideration are welcome to ask for alternative arrangements where needed; we will do our best to accommodate your requests.*

*Applications will be considered on a rolling basis until the position is filled.*