



Organization: California Perinatal Wellness Alliance (CPWA), fiscally sponsored by Social & Environmental Entrepreneurs, Inc (SEE)

Position: Director of Statewide Organizing

Employment Type: Full time, exempt staff position (32 hours/week, Monday–Thursday)

Location: Remote within California, with periodic statewide travel

Supervisor: Founding Director

Salary range: \$80,000-\$90,000, commensurate with experience

Anticipated Start: Fall 2026

Supervises: Staff, interns, consultants, volunteers, and project teams as assigned

About CPWA

CPWA is a survivor- and community-led statewide coalition strengthening California's perinatal mental health system through policy and systems change, storytelling and narrative shift, and movement-building. Rather than providing direct services, CPWA serves as a backbone organization connecting survivors, community organizations, providers, researchers, philanthropy, and state agencies to advance coordinated systems change. Since launching in 2024, CPWA has built a coalition of 20+ organizations, organized statewide advocacy and convenings, advanced landmark legislation, and is entering an exciting new phase of growth.

Position Description

This is an exciting opportunity to help build one of California's newest statewide movement organizations. The Director of Statewide Organizing serves as CPWA's senior implementation leader, providing day-to-day operational leadership for the organization and exercising independent judgment to translate organizational priorities into coordinated statewide action. Working in partnership with the Executive Director, Strategic Advisor, and Operations & Communications Manager, the Director establishes implementation priorities, develops organizational work plans, oversees execution of major initiatives, supervises project teams, and recommends operational improvements that strengthen CPWA's statewide impact. This is an ideal role for an experienced, entrepreneurial organizer who enjoys connecting people and coordinating complex initiatives within a shared leadership model.

Primary Responsibilities

1. Coalition Organizing & Partnership Coordination (35%)

- Lead implementation of coalition meetings, working groups, statewide convenings like *From Pain to Power*, trainings, screenings, and Advocacy Day activities.
- Develop and steward relationships with partners to strengthen engagement, resolve challenges, and identify opportunities for regional leadership.
- Determine outreach priorities and strategies that strengthen statewide collaboration.
- Partner with the Executive Director to implement coalition priorities and strategies.

2. Implementation Leadership & Organizational Coordination (30%)

- Develop annual implementation plans and establish quarterly organizational priorities in partnership with the Executive Director.
- Direct implementation of grants, initiatives, campaigns, and projects.
- Coordinate timelines, deliverables, meetings, presentations, and follow-up messages.
- Analyze organizational progress, identify implementation risks, and independently recommend solutions that improve organizational effectiveness.
- Ensure policy, storytelling, convenings, and fundraising priorities are moving forward.

3. Team Coordination & Shared Leadership (20%)

- Supervise assigned staff, consultants, and volunteers by establishing priorities, providing ongoing direction, monitoring performance, and supporting professional development.

- Lead team meetings, establish assignments, and ensure accountability for priorities.
- Foster a collaborative, organized, and wellness-centered team culture.

4. Organizational Growth & Continuous Improvement (15%)

- Design and improve organizational systems, workflows, and operational procedures that strengthen statewide program delivery.
- Lead evaluation, reporting, onboarding, and operational planning that support organizational growth.

Required Qualifications

- 7+ years of experience in nonprofit leadership, organizing, coalition building, public health, advocacy, or related fields.
- Demonstrated success coordinating complex partnerships and projects.
- Strong project management, facilitation, organizational, and communication skills.
- Experience supervising staff, consultants, interns, volunteers, or project teams.
- Experience with Google Workspace, AI tools, and project management systems.
- Commitment to racial, reproductive, behavioral health, disability, and economic justice.
- Ability to travel periodically throughout California.

Preferred Qualifications

- Experience working within statewide coalitions or advocacy campaigns.
- Experience in maternal, behavioral, or public health.
- Experience managing grants or multi-partner initiatives.
- Lived experience with perinatal mental health or commitment to survivor-led organizing.

Leadership Approach

- The Director leads through coordination rather than control, accountability rather than urgency, partnership rather than hierarchy, implementation rather than intention, and continuous improvement rather than perfection.

Success Measures

- Coalition partners feel informed, connected, and engaged.
- Organizational priorities consistently move from planning to implementation.
- Projects, grants, and initiatives are delivered on time and with high quality.
- Staff and volunteers feel supported, while organizational systems become increasingly efficient and sustainable.
- The Director independently manages day-to-day organizational implementation, enabling the Executive Director to focus on strategic leadership, fundraising, and policy.

Work Environment: This is a remote California-based position requiring periodic statewide travel for meetings and convenings. CPWA operates on a four-day workweek (Monday-Thursday), reflecting our commitment to wellness and long-term sustainability.

Compensation: Salary range: \$80,000–90,000, depending on experience. Benefits provided through CPWA's fiscal sponsor SEE include health, dental, vision, retirement, generous paid vacation time, professional development, flexible remote work, and a four-day workweek.

Equal Opportunity: CPWA/SEE is an equal opportunity employer committed to building a diverse and inclusive team. We strongly encourage applications from individuals with lived experience and from communities historically underrepresented in leadership.

To Apply: Please submit: 1) Cover letter, 2) Résumé, 3) One or two professional writing samples, and 4) Three professional references to jobs.cpwa@gmail.com. Selected candidates will participate in multiple interviews, a practical work exercise, and reference checks.