



President

Position Description

2023-2024



Position	President
Organization	EMILYs List
Location	Washington, DC
Reporting Relationship	The President reports to the Board of Directors
Website	https://www.emilyslist.org/

THE OPPORTUNITY

The last few years have been unprecedented. Longstanding gender inequities, as well as economic and racial disparities, were magnified and exacerbated by the political climate and the global pandemic. In the midst of these times, EMILYs List, one of the country's most powerful and impactful political organizations, embarked on the search for the nonprofit's third President. The organization recognized that the moment called for the harnessing of collective energy to create real change. In the fall of 2021, EMILYs List welcomed Laphonza Butler to build on an incredible legacy and to envision an even bolder future. Butler succeeded Stephanie Schriock, who led the organization for 11 years, and Ellen Malcolm, the organization's founder. On October 1, 2023 California Governor Gavin Newsom announced the selection of Butler to complete the United States Senate term of the late Senator Dianne Feinstein. With great pride in Butler's appointment, EMILYs List now seeks the next leader to drive the organization forward.

The new President will continue to build on this powerful history. The leader will accelerate the mission of EMILYs List to elect Democratic pro-choice women by driving a vision where women from all racial, ethnic and economic backgrounds have equal pathways to elected office and hold positions of power at all levels of government. We know that when we elect a critical mass of women leaders who can drive systemic change and advance policies that better our country, we will finally make progress to end the pervasive sexism and inequity facing American women, politically, culturally, and economically.

The new President will be deeply passionate about electing Democratic pro-choice women—a motivational leader, a highly effective fundraiser, an inspiring spokesperson, and a bold strategist. As EMILYs List expands its reach and efforts, we are excited to identify a dynamic changemaker to seize the power that the organization has amassed over three decades, energize new generations, and create a new future for all women and for this country.

THE ORGANIZATION

EMILYs List, the nation's largest resource for women in politics, works to elect Democratic pro-choice women up and down the ballot and across the country with a goal of fighting for our rights and our communities. Our work is centered around a fundamental vision: Run. Win. Change the World. EMILYs List has raised \$850 million in service to that vision and has helped Democratic women win competitive elections by recruiting and training candidates, supporting and helping build strong campaigns, researching the issues that impact women and families, running one of the largest independent expenditure operations for Democrats, and turning out women voters to the polls. Since our founding in 1985, we have helped elect the country's first woman as vice president, 175 women to the House, 26 to the Senate, 20 governors, and over 1,500 women to state and local office. More than 40% of the candidates EMILYs List has helped elect to



Congress have been women of color. Visit www.emilyslist.org for more information.

WHERE WE ARE GOING

Though the impact of our work has been truly remarkable, we are now at a pivotal moment for women in politics, and the stakes for our future could not be clearer. The Supreme Court's decision in *Dobbs* combined with Republican extremism on choice are a fundamental threat to women's basic freedoms. There are still too few women overall and far too few women of color at the executive level – from our cities and states to Congress and the White House – and the pervasive sexism and inequity facing American women politically, culturally, and economically continues.

With an incredible increase in both potential candidates and donors interested in EMILYs List, we are poised for exponential growth. The new President has the opportunity to not just lead an organization but a movement that brings women into the political space – as donors, voters, candidates and elected leaders - in numbers that equal or exceed their share of the population. As we look ahead, we have charted an ambitious path to fulfill our mission of electing Democratic pro-choice women to ensure even greater impact.

Key to this success will be:

- Recruiting, coaching, and providing direct support to Democratic pro-choice women candidates up and down the ballot in federal, state and local races across the country;
- Running one of the largest and most successful independent expenditure operations in Democratic circles;
- Positioning ourselves as a leader and role model on diversity, equity and inclusion, including our continued commitment to electing women from a diversity of backgrounds, especially women of color; and
- Leveraging the political power of women to the fullest extent possible, utilizing our voice to tackle the issue of sexism against women in politics once and for all.

WHAT YOU WILL DO

The President will serve as the lead political and electoral strategist, chief fundraiser, and inspiring spokesperson for EMILYs List in various public, high-visibility forums and the media and will engage with high-profile individuals. The President will report to and engage with a dynamic board, ensuring transparency and support for governance functions. The executive will lead a passionate and high-performing team in a fast-paced, nurturing, and inclusive environment. The President will oversee and ensure sound financial and operational management of the organization.

The new President will drive success through 6 core and intertwined goals:

- Elect Democratic pro-choice women from diverse backgrounds at all levels of government.
- Position EMILYs List as a leader on diversity, equity, and inclusion in our electoral work, and in our organizational culture, policies and practices.
- Leverage the influence of EMILYs List to strengthen and exert women's political power.
- Enhance the profile, brand and visibility of EMILYs List as the leading voice on women in politics, women voters, and ending the culture of sexism in politics.
- Ensure EMILYs List women rise to elected executive and legislative leadership positions



at all levels of government by investing in, and empowering, a pipeline of experienced and diverse women leaders.

- Build a powerful, engaged and more diverse EMILYs List community by strengthening our organizational capacity to ensure an innovative and high-performing strategic team, and the financial resources needed to thrive.

WHO YOU ARE

Successful candidates will bring deep passion for EMILYs List's mission and:

- A strong background in Democratic electoral politics and campaigns.
- A significant track record of fundraising, including experience cultivating new major and mega donors and maintaining existing relationships.
- Outstanding communications skills. Experience serving as a spokesperson, appearing before television, radio and large in-person audiences, and a sophisticated approach to leveraging social media.
- Strong strategic skills, with a track record of exerting and building political power at the national and state level.
- Existing relationships or the ability to create meaningful relationships among EMILYs List's key constituencies including candidates, donors, campaign committee leadership, House and Senate leadership, institutional partners, Administration officials and state and local government leadership.
- A demonstrated commitment to promoting diversity, equity and inclusion.
- Diplomacy to reach common ground and build alliances without compromising the organization's interests.
- Strong people management skills and ability to promote a nurturing and inclusive working environment.
- Experience and skills that demonstrate an ability to successfully lead a complex organization with sound oversight for operations and finances.
- A strategic mind, creativity, and marketing skills to advance the organization's core goals.
- Impeccable integrity.

APPLICATION PROCESS

Interested candidates should submit their bio and resume to the following e-mail address:

EMILYsList_President@kornferry.com.



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