

## LEADERSHIP PROFILE



### Deputy Director, Intelligence Project Southern Poverty Law Center Atlanta, GA

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*“The SPLC is dedicated to fighting hate and bigotry and to seeking justice for the most vulnerable members of our society. Using litigation, education, and other forms of advocacy, the SPLC works towards the day when the ideals of equal justice and equal opportunity will be a reality.”*

– SPLC mission statement

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#### THE OPPORTUNITY



**This is a time of great unrest in America, and the civil rights of many in our country are under attack.** Known throughout the world as one of the foremost organizations committed to fighting hatred, bigotry and bias, the Southern Poverty Law Center plays a critical role in dismantling the work of hate groups and ensuring that their

messages and work are exposed. Through litigation, education and research of extremists, the SPLC is a prominent levee in the effort to stem the tide of bigotry. Given the recent rise in hate crimes and extremist activity throughout the U.S., the role of SPLC is as vital now as at any time in its history.

The Intelligence Project (IP), perhaps SPLC’s most well-known initiative, tracks the activity of a wide variety of hate groups and offers real-time information about their work. Anchored by the idea that the best way to combat the work of extremists is to expose them, the IP is vigilant in its efforts to track leaders, organizations and share frank assessments about their positions and ideologies. The Deputy Director will help the Intelligence Project expand its

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capacity to respond to the increasing threat posed by these individuals and organizations and bring a strong sense of tenacity, passion and urgency for the critical intelligence work of the SPLC.

To broaden its impact and reach, SPLC seeks an individual who brings a well-developed ability to manage and coordinate the efforts of a talented team in a complex, and rapidly changing environment. This individual will be calm under pressure, and in tandem with the Director, continue to build on a strong departmental culture that values passion for the mission and celebrates collective impact.

Mandates for the new Deputy Director include:

- Broadening the capacity of the Intelligence Project by helping the team function more efficiently
- Adding a senior voice to the IP team who will represent the Director in her absence
- Helping manage the needs of a quickly growing department in response to a national climate of increased intolerance
- Ensuring that the research and intelligence work of SPLC keeps pace with the rapid growth and capacities of hate groups and the extremist community
- Providing an internal compass for the Intelligence Project to help reconcile and balance immediate priorities with longer-term strategies



**The opportunity for the Deputy Director is compelling:** to ensure that the collective work of the Intelligence Project is aligned, well-coordinated and that the members of the team have the support they need to be individually and collectively successful. Through skillful leadership, an ability to balance short and long-term priorities, and a sense of the work as a calling, the Deputy Director of the Intelligence Project will ensure that SPLC continues to advance

its important work of immobilizing hate groups and extremists across the nation.

## THE ORGANIZATION



The Southern Poverty Law Center (SPLC) is one of the leading civil rights organizations in the nation. Formed in 1971 with the goal of making the promise of the civil rights movement a reality, the SPLC has in the decades since developed an international reputation for cutting-edge

advocacy, litigation and education in its commitment to fight hate, teach tolerance and seek justice for the most vulnerable members of our society.

The SPLC was co-founded in Montgomery, Alabama, by Morris Dees and Joe Levin. Mr. Dees has been the SPLC's chief trial attorney since inception, a role in which he and his colleagues have won many groundbreaking civil rights cases. Since 2003, the SPLC has been led by Richard Cohen, a prominent litigator who has been with the SPLC since 1986.

The organization has a full-time staff of 300 (75 of which were hired in the last 12 months) and a current annual budget of \$70 million. SPLC has enjoyed a consistently strong reputation for the quality and credibility of its work; this reputation as well as an escalation in hate group activity has cemented SPLC's role as a courageous and committed leader in battling intolerance.

Key organizational programs include the ***Intelligence Project***, ***Teaching Tolerance*** and an **expansive docket of civil rights litigation** to help those without means or a strong voice confront injustice. The organization has also received accolades for its media work, having received 4 Academy Award nominations and two Oscar awards for films that address hate, bigotry and intolerance.

The Intelligence Project is a central component of the SPLC's efforts to confront hate groups and extremists. Currently, the IP is tracking more than 2000 groups and shares news of their activities through a magazine, white papers, investigative reports, social media and blog posts. Additionally, the IP is a regular collaborator with the media, government officials, law enforcement and

other public agencies, sharing key intelligence and analysis to help these organizations proactively disrupt the work of extremists.

## THE RESPONSIBILITIES

Reporting to the Director of the Intelligence Project, the Deputy Director is charged with comprehensive oversight and accountability for the day-to-day operations of the department. S/he will be an engaged leader who will help ensure a high-level of coordination of departmental work, both in the department and throughout SPLC; represent SPLC in print, social and electronic media forums; and bring strong editorial judgement and skills to the work of the Intelligence Project.



More specifically, the Deputy Director of the Intelligence Project will:

- **Work in close alignment with the Director of the Intelligence Project to oversee and seamlessly manage the day-to-day operations of the department.** The Deputy Director will work in close contact with the Director to help ensure that the work of the department moves forward deliberately as demands of the IP staff continue to grow.
- **Represent the Intelligence project and the SPLC when required with media outlets and in public forums.** This individual will be called on to represent the IP and the Director in her absence with the media, in public forums and in other situations that require a capable and knowledgeable spokesperson to represent the organization. The Deputy will be facile with sharing organizational positions with clarity, grace and poise.
- **Help ensure that the Intelligence Project has the culture, editorial systems and workflow processes in place to address its mandates effectively.** S/he will be an organized and skillful manager who advocates on behalf of the IP, brings a good sense of systems to the team and who can proactively ensure that the department has what it needs to do its best work.
- **Lead, coordinate and synchronize the work of a talented team (including the IP's interface between different SPLC departments) in a complex, fast-paced environment with quiet confidence, poise and exceptional judgment.** The Deputy will be a person who thrives in a rapidly shifting

environment and who can help others in their charge excel. S/he will bring facility in working with critical imperatives across departments and help the team manage the flow of work with the appropriate balance of intensity, candor, sense of humor and support. S/he will be an effective team builder, have a strong commitment to growing the capacity of the IP and be invested in the mandate of developing a talented and motivated staff.

- **Drive the direction of priorities, clarity and accountability of departmental initiatives to promote collaboration and achieve successful collective outcomes.** S/he will help the IP remain focused on the most critical priorities and ensure that key work product and initiatives move forward in an environment of competing organizational priorities.

## THE RELATIONSHIPS

Reporting to the Director of the Intelligence Project, the Deputy Director will be a key member of the IP team and an important resource to the Director and senior SPLC colleagues in other departments.

## THE CANDIDATE

<b>Reports to</b>	Director, Intelligence Project
<b>Direct Management</b>	<ul style="list-style-type: none"> <li>• Research Director</li> <li>• Editor</li> </ul>
<b>Has other key relationships including:</b>	<ul style="list-style-type: none"> <li>• Key SPLC staff in Communications, Web, Litigation and IT</li> <li>• General oversight with the Director of a 29-person department</li> <li>• Donors and supporters of SPLC</li> <li>• News, media and social media leaders</li> <li>• Partners in the equity and civil rights arena</li> </ul>

The ideal candidate is a seasoned leader who is energized by and embraces the role of advancing the work of the Intelligence Project and facilitating a smart, committed and talented team. Superlative leadership, interpersonal, editorial, communication and organizational priority setting skills are essential. Credibility and experience in a news, media and/or political space are assets being sought in the Deputy Director.

This individual will bring a collaborative spirit, energy and enthusiasm about the mission of SPLC, leadership, high emotional intelligence and a quiet confidence to the SPLC.

Attributes being sought in the Deputy Director include:

- Experience in fostering a strong team culture
- Passion for the mission of promoting fairness, civil rights and advancing equity and opportunities for the underserved
- The ability to develop talent and oversee the professional growth of staff
- Being an open person that inspires trust, invites collaboration and engenders an environment of teamwork
- Strong management skills; material experience managing an environment of similar complexity, scope and scale
- A great listener and communicator with a high level of emotional intelligence
- Strong writing and editing skills and demonstrated experience in both areas
- Being an engaging public speaker who can be an effective spokesperson for the organization in multiple forms of media
- Steady leadership; this individual should be calm and graceful under pressure
- The ability to guide a talented and terrifically skilled team of specialists
- Good at working in a fast-paced, three-dimensional environment
- Passion for the mission and the courage to fully embrace the work of confronting hate groups
- A genuine and authentic persona that inspires trust and invites collaboration
- Someone who has a track record of building and managing high-performing teams and a strong departmental culture
- The ability to capably execute and react to critical short-term priorities while keeping the team focused on longer term strategies



Knowledge of hate group/extremist communities would be an asset but is not a mandate. Bachelor's degree required; a graduate degree is strongly preferred.

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## THE LOCATION

This position will work out of the Atlanta office and make occasional visits to the Montgomery office (the headquarters of SPLC). Atlanta is home to over six million residents, the world's busiest airport, six major institutions of higher learning, fifteen *Fortune 500* companies and some of the world's most visible nonprofit organizations.



Montgomery is the state capital of Alabama and with a population of more than 200,000, is the second largest city in the state. In addition to housing many governmental agencies, Montgomery is also home to several public and private colleges and universities, high-tech manufacturing as well as cultural organizations that include the Alabama Shakespeare Festival and the Montgomery Museum of Fine Arts.

For more information about the organization or region, go to [www.splcenter.org](http://www.splcenter.org)

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**For potential consideration or to suggest a prospect, please email**  
**[SPLC@BoardWalkConsulting.com](mailto:SPLC@BoardWalkConsulting.com)**  
**or call John Sparrow or Laura DiBacco at 404-262-7392.**

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