



Vision of Leadership for Lift Louisiana

Lift Louisiana's next leader will bring the core skills that Lift needs now: skilled team management, deep knowledge of the state, and strong organizing instincts guided by an anti-racist, liberatory praxis. Ideally, they will be someone with roots in Louisiana; someone who knows this place, understands its people, and carries a real commitment to its future. Whether they have remained rooted here, or come home after time away, the next leader should bring fresh perspective, clarity, and possibility.

Lift's work requires a leader who understands what is at stake and is eager to carry the mantle forward in their own way, with courage and vision. This leader will be someone with personal investment, and a clear understanding of why reproductive justice and abortion access matters. That lived connection is not incidental; it is central.

Lift needs a leader with deep awareness and experience with the legal landscape, legislative processes, and the political realities of Louisiana. This person will be a fighter; someone who is not intimidated by the State Capitol, who can cut through political theater to identify real issues and act effectively. They must be bold enough to stand up to powerful opposition and strategic enough to know how to win, move, protect, and build.

The next Executive Director will be a skilled relationship builder who understands that strong partnerships are foundational to both the organization's health, and the greater Reproductive Rights movement. They will demonstrate the ability to forge and maintain connections across local and national networks and will embrace Lift's identity as a convener and facilitator. They will actively use that platform to engage, organize, and amplify collective impact.

The ideal candidate will possess the executive skills required to run an organization with discipline and care. They will understand development, administration, financial oversight, operations, governance, and programming strategy. With strong fundraising and management capacity, they will be able to champion Lift's sustainability and growth, while supporting a team who can manage the day-to-day work of Lift's legal, legislative, and civic engagement programs.

They will understand fundraising as resource generation that invites investment in this essential, transformative work. They must be brave in pursuing new funding, clear about Lift's value, and capable of building the resources needed to expand the organization's capacity and impact.

Lift's next leader should be visionary and pragmatic. Someone who can imagine a bold future and build the plans, systems, relationships, and team capacity needed to get there. Someone who brings strong strategic and tactical skills and planning to Lift's policy and other programmatic work, and who understands the importance and value of that approach while never losing sight of Lift's long-term goals and deep commitment to the organization's values.

Just as importantly, the next leader will be able to nurture connection and cohesion across the team. They will lead with a commitment to being emotionally honest, empathetic, relational, and collaborative. They will be skilled at identifying talent, hiring, guiding, mentoring, facilitating, encouraging, and motivating staff through good times and hard times; knowing when to step in closely and when to step out and let others lead.

They should have the skill to cultivate an environment and culture where people can engage in conflict generatively, speak honestly, hear one another, and hold open conversations about what is happening across the organization. Lift needs a leader who can build trust, strengthen alignment, and help the team move together through complexity, challenge, and change.

Above all, Lift's next leader should be someone who can carry forward the organization's fierce commitment to reproductive freedom, dignity, and justice in Louisiana with courage, humility, strategic clarity, and love for the people and communities this work exists to serve.