



## Position Description Director, JEDI Action

### About M44

**MoreFor4, Inc.** is a national 501(c)(3) nonprofit organization that addresses unmet financial and other needs of persons living with Stage IV cancers. In addition to unique programming BY and FOR our diverse community, **M44** creates innovative, customized, rapid-response solutions for individuals who lack fiscal resources, family, and adequate support systems.

All **M44** decision-making, policy positions, planning, and programming fit within a sweeping national effort we call **The MoreFor4 #NoPainCampaign**. Our bold, long-term initiative centers on the simple premise that cancer-related pain is not limited to physical symptoms of the disease and the toxic side effects of treatment. Other devastating forms of PAIN include the profound consequence of myriad social determinants of health—such as poverty, systemic racism and other forms of discrimination, lack of support systems, isolation, and the erosion of a sense of true belonging. As no one should navigate the complex challenges of a Stage IV cancer diagnosis alone, our unique online community—**MoreCorps**—will offer a place of support and belonging. This part is relatively easy to do. Conversely, the utter lack of fiscal and other support systems in today's landscape DEMANDS *transformative* change. And so... where solutions already exist, we shall find them. Where *nothing* exists, **M44** will harness our relentless “can-do” spirit and programmatic expertise to rectify shortcomings to, at very least, reduce pain... how and where we can.

To begin, we have identified seven initial programs that will be introduced incrementally over coming years—starting in 2025: **CannaCares**, **Rapid Response**, **HomeMatters**, **JEDI Action**, **MoreCorps**, **IMAGINE – Stage4 JobCorps**, and the **M44 Legacy Store**. Programming is deeply interconnected, as someone coming to **M44** for help may benefit from each of these programs simultaneously.

**Job applicants have absolutely no obligation to disclose their health status, legally or otherwise.** However, **IMAGINE – Stage4 JobCorps** is our human resources department—with a twist. Many people with Stage IV cancer have difficulty securing and maintaining employment. With great intention, we will create employment opportunities for individuals who live with Stage IV cancer that are customized to their talents and interests while accommodating medical appointment schedules, side effect management, and expected days where staff does not feel well enough to work. This will certainly make **M44** staffing more complicated, but this approach aligns with our mission and the core tenets of the **#NoPainCampaign**.

If you are a cancer patient, we invite you to discuss your needs with us during the interview process. We may be able to split positions into two or more roles. Likewise, we will offer part-time options that allow folks to earn income (at permissible amounts) without jeopardizing SSDI benefits. In this, we aim to help people with Stage IV cancers achieve a better quality of life — by having more money in their pocket each month AND spending their precious time in ways that are truly meaningful to them. If you must have a job in order to get by — we want you to **LOVE** your work. **And that's what IMAGINE is all about.**

**MoreFor4, Inc.** is an equal opportunity employer. All qualified applicants shall receive consideration for employment without regard to gender, gender identity, race, color, religious creed, national origin, age, sexual orientation, physical or mental health disability, or protected veteran status. Most positions require lived experience (as a Stage IV cancer patient or care partner/caregiver) or a professional background that demonstrates an in-depth understanding of the Stage IV community and person-centered practices. In some other cases, an applicant's core competencies, commitment, hopeful nature, and willingness to learn may be sufficient.

## Position Overview

**MoreFor4, Inc.** seeks a passionate, bold, and visionary leader to serve as our first **Director of JEDI Action**—a dynamic, one-of-a-kind program that centers the Stage IV cancer experience within the lens of **Justice, Equity, Diversity, and Inclusion**. This role offers a rare opportunity to shape a robust national **MOVEMENT** built upon intersectional partnerships and elevating the highly-diverse (but often unheard) voices of persons living with Stage IV cancer, as we collectively fight for critical systemic change. **JEDI Action** “lives” at the core of **M44’s** work, supporting all elements of our sweeping **#NoPainCampaign**.

Systems-based in design, **M44’s** service delivery approach centers on the complex and interconnected hierarchies of human need. Broadly, **M44’s** work is a deliberate cross-section of three focal dimensions:

- 1) What readily exists (or does **NOT** exist) within an individual patient’s service and personal support systems,
- 2) Collective needs of the Stage IV cancer community (including unique, specialized needs of those with one or multiple intersectional identities), and
- 3) Urgently-needed systems change connected to governmental policy and funding... from eliminating present-day harms of our for-profit healthcare system to addressing the devastating lack of affordable housing and adequate social safety nets.

As **M44’s** social justice arm, **JEDI Action** will center on fighting for individual patients (as needed), policy advocacy, and mass mobilization. The Director will be responsible for building and leading this program from the ground up: designing initiatives, creating content, building/strengthening partnerships, training volunteers, and mobilizing the **M44** community to raise awareness and **demand change**. We will focus on a wide swath of social justice issues, and advocate for a national shift in fiscal/policy priorities, to include:

- Health justice & **Medicare for All**
- Affordable cancer treatment and oral drug parity
- Cancer research funding
- Affordable housing & food security
- Adequate/responsive social safety nets
- Eliminating medical debt
- Cannabis as Medicine
- Reducing inequities in cancer treatment and clinical trial participation

This position requires someone who thrives at the intersection of strategy, storytelling, systems change, and social media. You will collaborate with **M44’s** Executive and Program teams while serving as a key public-facing voice for the organization’s advocacy and awareness work. You will also serve as a trusted leader to our **AMPLIFY** volunteer cohort—supporting members of our community who are ready to speak up, speak out, and help push for change.

**JEDI Action** does not engage in political activity or partisan work. (Although, we are not ruling out the possibility of forming a 501(c)(4) in the future... and maybe even a PAC!) For where we are today, this position focuses solely on issue-based advocacy, outreach, and education within legal, federal IRS, and ethical boundaries of our tax-exempt 501(c)(3) public charity.

Importantly and unapologetically, **M44** holds a few positions we have not seen many, if any, other cancer support organizations adopt. This is especially true with regard to our current for-profit healthcare system and our full-throated rejection, for example, of “GoFundMe” as an option on resource lists of “how to pay for cancer treatment.” If conflict makes you uncomfortable, this would not be the right role for you. However, if you can respectfully and diplomatically (but firmly) talk about these matters while turning into a Pitbull when standing up for Stage IV cancer patients—AND you speak truth to power, *even when it is scary*—let’s talk.

(Incidentally, we love Pitbulls. And we know they often get a bad rap, as do powerful, fired-up advocates.)

**REPORTS TO:** Executive Director (Prior to ED hire and during any ED vacancies, **Director of JEDI Action** will report directly to **M44's** Chief Executive Officer)

#### **DIRECT REPORTS:**

Exact titles and structures have not yet been identified. Also, these other roles will be introduced over time. The **Director of JEDI Action** will influence the order and timing of new staff hires but should be prepared to initially run this program independently and without additional person-power (outside of consultant and **M44** leadership support).

- Partner Liaison
- **AMPLIFY** Volunteer Coordinator
- Speakers Bureau Coordinator
- Awareness & Educational Programming
- Blogs & Podcast

## **What You'll Do**

### **1. Program Leadership & Vision Development**

- Create and lead **M44's JEDI Action** program from inception to full implementation and growth.
- Translate **M44's** commitment to social justice into tangible awareness campaigns, meaningful partnerships with like-minded nonprofits, intersectional activities focused on systemic change and collective strength, and elevating diverse voices within... and beyond... the Stage IV community.
- Establish a national platform for person-centered and systems-based issue advocacy rooted in person-first language, inclusivity, and truth-telling.
- Develop strategic plans for **JEDI Action** with clear goals, benchmarks, and evaluation metrics.

### **2. Policy & Systems Advocacy**

- Develop advocacy efforts around targeted and emerging issues.
- Lead petition drives, letter-writing campaigns, and Calls to Action tied to policy change.
- Coordinate meetings with elected officials and legislative staff (both virtual and in-person).
- Prepare or support **M44** community members to testify before legislative bodies; lead training efforts for those sharing personal stories.
- Draft policy briefs, testimony, op-eds, press releases, public comments, and infographics.
- Ensure all actions, campaigns, and content—especially public-facing platforms like social media—comply fully with 501(c)(3) regulations regarding advocacy, lobbying, and political neutrality.
- Track emerging legislation and regulatory trends; provide strategic recommendations to **M44** leadership.

### **3. Community Engagement & AMPLIFY Volunteer Leadership**

- Using the **MoreCorps** social media platform as a hub, identify organic leaders and nurture their development as advocates/activists through opportunities in speaking, writing, and mobilization.
- Provide members with training, scripts, toolkits, coaching, and platforms to add their unique voices to social justice awareness and policy campaigns.
- Create content that supports volunteer storytelling, policy awareness, and systems education.
- Launch, lead, and grow **AMPLIFY**—training and mobilizing community members to take action on **M44** social change initiatives as well as those driven by our partner agencies or collectives.

- Drive conversation/engagement on the **MoreCorps** platform about **JEDI Action** efforts and ways to get involved. Hold regular Zoom meetings to discuss plans and strategy with member advocates.

## 4. Partnership Development & Coalition Building

- Cultivate, nurture, and deepen relationships with nonprofit allies working in health equity, housing justice, financial security, racial justice, LGBTQ+ rights, and related movements.
- Develop and coordinate joint campaigns with national and grassroots organizations, as well as national movements involving interagency collaborations.
- Promote intersectional solidarity across justice movements; connect Stage IV issues to broader system failures and proposed solutions.
- Formally represent **M44** in collaborative advocacy spaces and coalition efforts.
- Coordinate with cancer-related and intersectional organizations that wish to incorporate Stage IV voices into awareness and social change campaigns; connect **M44** advocates with opportunities involving written materials/articles, interviews, public speaking, and testimony before lawmakers.

## 5. Public Awareness & Strategic Communications

- In partnership with **M44** advocates, and with the active support of **M44's** Executive team, lead the creation and sharing of powerful public-facing content:
  - Letters to the editor
  - Blog posts and op-eds
  - Podcast and speaker series
  - Social media campaigns
  - Digital Calls to Action
  - Infographics and issue briefs
- Build a Speakers Bureau of trained **M44** advocates to share personal stories in powerful, authentic ways; work with **M44** leadership to develop funding streams that support advocate compensation.
- Contribute to scriptwriting and story planning for **M44's** long-term media projects, including a potential documentary.
- Identify well-known cancer organizations that unintentionally fail to include the Stage IV cancer patient experience in their policy and awareness campaigns, and work to resolve this issue by partnering with that entity. This includes letter writing campaigns that do not allow a Stage IV patient to modify/personally reject survivor language or a focus beyond early detection. In order for a Stage IV patient to authentically lend their name to such letters, we need to create alternative letter templates that center on our identity/identities and experiences.
- Develop awareness campaigns for the general public that address an unmet need: understanding that early-stage and Stage IV cancers are different. And how and why. Must be aware that this endeavor requires skilled diplomacy and tact since some well-known cancer organizations have failed to educate the public properly. This will be discussed during the interview, and the **Director of JEDI Action** will work very closely with **M44's** executive leadership on any activities or positions that may be sensitive, controversial, or potentially damaging to relationships with valued partners.

## 6. Organizational Integration

- Advise leadership on emerging, time-sensitive opportunities to uplift community voices and respond to newly-surfacing, systems-level harm.
- Work across all **M44** departments to ensure that advocacy is integrated into overall operations.
- Provide training to all staff and volunteers, regardless of role, on how to be or become a natural and effective **M44** Ambassador, WayMaker, and message Amplifier.
- Coordinate with other **M44** programs to elevate shared messages and cross-cutting themes.

- Collaborate with the Development team to support relevant funding proposals, reporting, and storytelling, offering suggestions for strategic framing and talking points for external messaging.
- Work closely with the Communications team to ensure brand integrity, tone, and alignment.
- Participate in internal strategic planning, plus ongoing QA systems for evaluation and improvement.
- Track and report advocacy and engagement outcomes.

## QUALIFICATIONS:

### Required

- Relevant BA Degree (or equivalent/transferable experience) is required. Master's is preferable.
- Minimum 5 years of experience leading advocacy campaigns, volunteer programs, community organizing, or similar work.
- Demonstrated commitment to social justice and multi-issue systems change.
- Experience in working with/supporting intersectional communities and marginalized populations.
- Strong working knowledge of 501(c)(3) advocacy limitations, including what is and is not permissible in nonprofit language, actions, and public content.
- Ability to ensure full legal compliance in all campaigns, messaging, and content creation (including social media, blogs, videos, petitions, etc.).
- Excellent writing and communication skills—especially with regard to public-facing platforms.
- Experience engaging in issue-based advocacy, including outreach to elected officials, public testimony, or campaign organizing.
- Strong public speaking, writing, and interpersonal, relationship-building skills.
- Experience designing campaigns, coordinating volunteers, or leading outreach.
- High proficiency with technology tools including Zoom, Google Workspace, Canva, Monday.com, and social media platforms.
- Ability to work independently, flexibly, and collaboratively in a high-paced, mission-driven setting.

### Preferred

- Background in public policy, public health, nonprofit advocacy, social work, or a related field.
- Experience managing volunteers or training storytellers.
- Experience with coalition building, partnership development, or grassroots organizing.
- Familiarity with legislative processes or public policy environments.
- Ability to write and proofread Spanish or another language is a plus, and highly valued.

### LIVED EXPERIENCE REQUIRED: **YES**

This position requires lived experience as a **Stage IV cancer patient or care partner or caregiver**. Applicants must bring a deep, personal understanding of the barriers and injustices faced by our community (and disadvantaged populations as a whole) and demonstrate readiness to lead advocacy efforts that center that experience with authenticity, integrity, and hope.

Strong preference for applicants who are or were economically-disadvantaged and experienced, first-hand, what it is like to be unable to find or access patient financial assistance programs and the inadequacies of our past/current social safety net systems. With all of this, our ideal candidate views resource-based social problems through a wider lens rather than only that which affects the Stage IV community. We will focus on the commonalities we face with poverty, racism, and other injustices regardless of what community we are “from.” Partnerships must be diverse and intersectional, as, for instance, lack of affordable housing, food insecurity, and access to healthcare and needed medications is not just a Stage IV problem.

There is power in unity. (Including as voter blocks.) In this role – you will build, harness, and feed that unity.



**LOCATION:** While this position is **primarily remote** (as are all [M44](#) positions), we strongly prefer candidates who reside in the **Baltimore–Washington, DC region**. We will consider exceptional candidates from other parts of the United States, but you **will** need to travel to **The Hill** on occasion, which makes this a logistical and budgetary consideration for us. At very least, we really need someone on the East Coast.

Employee must have reliable internet and cell phone service (there will be a system for transferring calls to your cell), desktop or laptop with audio/video capabilities, and general home office equipment needed to fulfill job responsibilities. Directors may receive a modest home office stipend in the future.

**FTE:** Position begins at 15 hours a week, with expectation of growing to full-time (30 hours per week) within one year (or sooner).

**STARTING SALARY:** \$55 per hour, with limited benefits (at part-time status). Salary and benefits will increase in alignment with [M44](#) growth and associated complexities.

## M44 EMPLOYEE BENEFITS:

All early positions at [M44](#) are starting at part-time, offering only limited benefits initially. Going forward, some employee benefits will begin at 20 hours per week while others will only be available to full-time staff (30 hours a week). In general, the [M44](#) employee **benefits package for director-level staff** will immediately or eventually include:

- Full-time, typical 40-hour a week salary at [M44's](#) intentional, full-time **30-hour a week model**
- Flexible work schedules including potential job-sharing frameworks
- Most positions can be structured to be supportive of cancer treatment schedules and side effects
- 12 paid holidays, based on U.S. federal schedule – *Plus*, YOUR BIRTHDAY or other day of choice!
- 3 weeks of paid vacation with also a full week of PTO when [M44](#) closes for winter holiday break (“Weeks” are determined based on established hourly designation, i.e., 15 hour a week jobs vs 30)
- Generous paid sick leave: up to 60 hours per year for full-time (30-hour a week) employees
- Retirement plans are available to all staff (with [M44](#) salary percentage match up to set caps)
- ICHRA Health Insurance ([M44 individual-only](#) contribution amount is set and increases by age)
- Annual Wellness Stipend
- Home Office Stipend (available to only staff positions that require additional office capabilities)
- Professional Development Stipend for conference attendance, CECs, or tuition assistance

## HOW TO APPLY:

Please email your resume and a letter of interest in a single PDF file to: [IMAGINE@MoreFor4.org](mailto:IMAGINE@MoreFor4.org). Place the job title and your name in the email subject line, i.e., **Director, JEDI Action\_\_FIRST & LAST NAME**, and name your PDF file the same way. You may address your letter to [M44's](#) CEO, Mary E. Costello.

In your letter, please give us an idea of what makes you tick, and why you might like to join the [M44](#) team! We certainly want to know about your background and skills, but [organizational culture](#) is really important to us. Tell us what you want us to know about you that we won't see on your resume!

By the way, we are rule breakers – opposed to conformity and status quo. We do NOT use AI or other digital systems to evaluate resumes, nor do we believe in supposed 1 or 2-page rules for cover letters. We don't want generic. We want to see YOU. So, take the time and space you need. We **WILL** read what you have to say and be especially appreciative of truly thoughtful submissions that make candidates stand out.

**You can learn more about us by visiting [www.MoreFor4.org](http://www.MoreFor4.org) and watching [M44's latest video](#).**