

Position Title: Theologian in Residence

Exempt or Non-Exempt: Exempt

Reports To: Chief Executive Officer

Location: Remote

Salary Range: \$90 - \$110K

About Faith in Public Life/FPL Action: Faith in Public Life (FPL) and Faith in Public Life Action (FPLA), our sister organization, advance the moral imperative for a just, inclusive, and equitable country that allows each of us to live into our full humanity and advocate for policies that protect and advance our sacred human rights. Our coalition of influential faith leaders – who reflect the diversity of the nation – collectively discern, set faith-forward strategy, and take transformative action. By building cultures of belonging, leveraging the collective power of our multi-faith and multi-racial coalition, and advocating for policies that protect the full humanity of each of us, our strategy hub leads us closer to realizing a healthy and equitable democracy.

Position Description

The Theologian in Residence (TR) is a new position at Faith in Public Life, charged with helping FPL/A think theologically about our work, applying a theology that spans across faith traditions to the pressing problems and strategic priorities of FPL/A, and helping FPL/A explore and express our theology of change with a broader audience. The TR will work closely with the Sr. Director of Coalitions & Campaigns and Sr. Director of Communications – and their departments – in order to ensure our campaigns and communications reflect a multi-faith set of values, theologies and spiritual practices. Working closely with our HR staff and executive leadership, TR will support all staff in modeling our values, especially around creating a culture of belonging, and provide theological reflection and spiritual leadership for the staff. The TR will function as one of FPL/A's external thought leaders, writing and speaking on behalf of the organization and our mission and strategic priorities. The TR will also serve as a liaison to theologians of various faith traditions to inform FPL/A's strategy.

This is an essential role to help FPL/A live into its multifaith strategy in the coming years.

Job Responsibilities

Area #1: Drawing from scholarship and practices from various faith traditions, articulate a theology of change that reflects the intersections of religious traditions. 40%

- Liaise with theologians from across faith traditions to gather knowledge, best practices and interpretations of scriptures and traditions to inform FPL/A's position and messaging on key strategic priorities.
- Speak and write on behalf of FPL/A to the press and in the public sphere to articulate our theology of change for practical application.
- Grow FPL/A staff and boards' body of knowledge around theologies that can inform FPL/A's mission, vision and strategic priorities and supplement our resources with work from minority religious traditions.

Area #2: Advise FPL/A staff members on external communications and campaign tactics. 40%

- Working closely with the communications team, help to develop and refine our messaging so that it accurately reflects our shared theology across faith traditions.
- Support FPL/A staff in training coalition and cohort members and other partners around messaging and organizing within the frameworks of various faith traditions

- Working closely with the Sr. Director of Coalitions and Campaigns and the Sr. Director of Communications, advise campaign staff around tactics to ensure alignment with our shared theological values

Area #3: Advance FPL/A's brand and commitment to being a multi-faith organization 20%

- Identify opportunities for FPL/A staff and board to learn more about working as a multi-faith organization
- Facilitate theological reflection and spiritual leadership for FPL staff and Board
- Represent FPL/A in multi-faith spaces as necessary
- Working with the Chief Strategy Officer and the Chief Operations Officer, help FPL/A set goals to deepen our commitment and practice of being a multi-faith organization

Other duties as assigned.

Job Qualifications

Essential Professional Competencies:

Candidates from all sectors and professional backgrounds will be considered, however, demonstrated competence in the following areas are the foundation for success in this position:

- **Theological Degree:** Candidates must have a formal theological degree in comparative religion, a Masters of Theological Studies, or similar degree. The ideal candidate will be a public/practical theologian.
- **Experience working with a social justice or human rights nonprofit organizations:** The ideal candidate will have at least 2 years of experience working in a nonprofit organization setting and working with diverse stakeholders to apply theological ideas into organizational mission.
- **Change Management:** The ideal candidate will have some experience providing spiritual care or playing a similar role during a change process.
- **Speaking and Writing:** The ideal candidate will have experience speaking in public and writing for a variety of audiences including the media, clergy, government officials and other leaders
- **Commitment to FPL/A values and mission.**

Approach to the Job:

- **Continuous learning:** There's always more to know out there, and you're hungry for it. You absorb information from your colleagues, your work, and from keeping up with your field. If something doesn't make sense, you ask questions until it does, and you apply what you learn in your work.
- **Equity at the center:** You recognize ways that race, religion, and other identities intersect in the work, especially with communities we serve. You identify potential for bias and actively work to minimize inequities, especially in our communications.
- **Relationship-building:** Part of your job is connecting with people from many different backgrounds. You find (and even create) opportunities to deepen connections and build authentic, mutual relationships with stakeholders across lines of difference, such as race, religion or other identities. You truly welcome viewpoints that differ from your own, and you're able to "sit with" discomfort when people express themselves in ways that aren't familiar to you.

- **Strategist's mind:** You quickly grasp the subtleties of complex issues and identify patterns in challenges. You don't stop at diagnosing problems, though; you come up with insightful, pragmatic, equitable, and sustainable ways to produce positive change.

Compensation and Benefits

We offer a generous and comprehensive benefits package including full medical, dental, and vision premium coverage, life insurance, and an FSA/DCA savings plan. Faith in Public Life provides a 401k benefit that offers a dollar-for-dollar match of up to 3% of an employee's contribution. In addition to that, Faith in Public Life offers stipends for, work-related mobile phone and internet use, and professional development. We provide 4 weeks of vacation paid time off, 10 paid sick days, 13 paid federal holidays, and additional paid leave, including the week between Christmas Eve and New Year's Day.

Equal Opportunity Statement:

Faith in Public Life provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

To Apply:

Please apply at <https://faithinpubliclife.bamboohr.com/careers>.