



<b>JOB TITLE:</b>	Organizing Strategist
<b>REPORTS TO:</b>	Organizing Director
<b>DEPARTMENT:</b>	Organizing
<b>FLSA STATUS:</b>	Exempt
<b>EXPERIENCE:</b>	Early Career
<b>LOCATION:</b>	Southeast Ohio
<b>DATE:</b>	November 8, 2021

## **POSITION SUMMARY**

Community organizer who identifies, recruits, trains, and manages leaders in the criminal justice reform and justice movement spaces in Ohio to end systemic inequities through policy change.

## **SALARY/COMPENSATION**

**Salary Range:** \$46,000 - \$60,000

**Compensation:** Salary offer shall be determined by depth and breadth of successful candidate's knowledge and experience. Total compensation package includes generous health insurance benefits (including dental, vision, and hearing); new hires receive four (4) weeks of paid time off, accrued at approximately thirteen (13) hours per month; and ten (10) paid federal holidays.

## **RESPONSIBILITIES**

### **Provide on-the-ground organizing and advocacy support for criminal justice reform and other strategic priority efforts**

- Identify, recruit, organize, and mobilize volunteers and community leaders to advance organizational and issue specific objectives.
- Cultivate and maintain relationships with volunteers while moving them along the ladder of engagement through agitation, one-on-one conversations, and opportunities to test leadership.
- Train volunteers one-on-one and in groups to think strategically, develop issue specific programs and projects, and build vehicles of engagement for the general public.
- Plan and manage events relating to issue centered programs and projects, volunteer engagement, and base building.
- Organize activists to join in ACLU lobbying, base building, and mobilization efforts.

### **Build relationships with community partners to connect local justice allies with the ACLU's state and national resources**

- Build and facilitate a Southeast Ohio coalition table around bail reform and ACLU strategic priorities.
- Maintain relationships and assist volunteer leaders in developing relationships with key political players, opinion leaders, allied organizations, and coalitions to build our base of support in the region.
- Coordinate issue centered objectives and actions with allied coalitions.
- Contribute to the research, drafting, and implementation of a statewide campaign plan.
- Interpret data to identify trends and assess the effectiveness of media, mobilization efforts, and deployment of resources.

### **Increase awareness of the ACLU and its criminal justice reform efforts in Southeast Ohio.**

- Collect, cultivate, utilize, and archive stories of impacted people while supporting the Statewide Smart Justice Advisory Board.
- Generate public awareness and support by engaging with new, grassroots groups.
- Contribute to and disseminate social media content for volunteers.
- Speak to community groups about ACLU campaigns and mission.
- Recruit volunteers to write blogs, op-eds, and letters to the editor.

### **Other**

- Participate in planning and implementing other civic engagement projects as needed.

### **MINIMUM QUALIFICATIONS**

- Proven experience in political or community organizing or in criminal justice reform through both traditional and online outreach to expand and activate the ACLU's base.
- Demonstrated commitment to advancing the ACLU's values, mission, and goals, including a demonstrated deep commitment to racial and reproductive justice.
- Ability to maintain near constant communication with diverse volunteer base, leaders, and team during peak organizing seasons through writing and private and public speaking.
- Proven ability to work independently as needed, create workplans for multiple projects that encompass key tasks of community organizing, manage multiple projects with competing deadlines, while maintaining a strong attention to detail.
- Demonstrated ability to both identify and reconcile hinderances to success across local and statewide groups.
- Demonstrated experience in both identifying and reconciling programmatic success and potential shortcomings in group dynamics.
- Identifiable ability to problem-solve, successfully navigate difficult group dynamics, and effectively resolve conflicts.

### **OTHER**

- The ACLU of Ohio is operating under pandemic protocols; post-pandemic protocols have not yet been formalized. Reliable access to high-speed internet and a mobile phone are requirements for employment. Employment-related internet and mobile phone usage expenses are reimbursed monthly.
- The ACLU of Ohio does not have an office in Southeast Ohio. The individual selected for this position is expected to work out of Southeast Ohio, initially in a work-from-anywhere setting, but potentially using a co-working space eventually.
- Considerable travel, in southeast Ohio and across the state, is required. Post-pandemic, this position will require travel to ACLU of Ohio offices in Columbus and Cleveland approximately six (6) to twelve (12) times per year. Travel expenses are reimbursed.
- Work schedule flexibility is required. A typical 40-hour work week may include attending numerous evening and weekend meetings and events.
- A college degree is not required; an eagerness to learn is.
- History of incarceration is not a bar to consideration for the position.

