

**JOB TITLE:** Policy Strategist  
**DEPARTMENT:** Policy  
**REPORTS TO:** Deputy Policy Director  
**FLSA STATUS:** Exempt  
**EXPERIENCE:** Mid-level  
**LOCATION:** Cleveland  
**DATE:** March 2022

**POSITION SUMMARY:**

Shaping and crafting sound, effective, fair policy is far more efficient than fighting to change or overturn entrenched bad policy. This philosophy centers the core duties and responsibilities of our Cleveland based Policy Strategist. This position requires someone adept at conducting legislative research and analyzing the policies that affect and impact everyday Ohioans.

The successful candidate will be equally as comfortable persuading local, state, and federal lawmakers to improve legislation as they are building alliances with coalition partners and stakeholders across the entirety of the political spectrum. A thinker is who we are searching for; someone with vision, capable of developing and implementing integrated strategies that advance the ACLU of Ohio's mission of preserving, protecting, and expanding civil liberties, civil rights, and racial justice. This requires sensitivity, persuasiveness, and creative problem solving to balance competing interests.

**RESPONSIBILITIES:**

**Collaborate in implementing strategic, effective, and integrated policy plans that uplift civil liberties, civil rights, and racial justice**

- Conduct policy research on priority ACLU of Ohio issues and serve as an in-house expert. You will identify, track and analyze various administrative, judicial and legislative proposals and make recommendations to improve outcomes for ACLU of Ohio constituencies
- Support the creation of long-range strategic issue-area plans by incorporating policy, communications, organizing, legal, and development strategies.
- Create ACLU of Ohio content and resources on priority issues: toolkits, fact sheets, issue papers, visual media, online action alerts and blog posts
- Coordinate efforts in response to national ACLU requests for action
- Grow the ACLU's base of support for priority issues through strategic coalitions and public education by establishing and advancing relationships with elected officials, key leaders and policymakers, and related governmental bodies at the state, local and federal levels to support advocacy efforts.

**Represent the ACLU of Ohio in coalition spaces and develop relationships with allies and other organizations to drive advocacy goals**

- Enhance the ACLU of Ohio's role in coalition advocacy and support the work of strategic coalitions by building relationships and contributing policy expertise and leveraging the ACLU of Ohio's resources.

- Represent the ACLU of Ohio at stakeholder meetings, legislative hearings, community forums, and public events and speak publicly at state and local forums, conferences, meetings, and to the media.

### **Position Requirements:**

- Two years of legislative or policy experience, such as research and analysis or direct lobbying, at the federal, state or local level.
- Proven ability to distill complicated information into digestible material for public consumption, as well as, research, write, and develop strategies to change policy and law.
- Identifiable experience working in coalition, including developing shared plans, coordinating communications, and managing dynamics among partner groups.
- Demonstrated ability to write and speak persuasively and effectively, especially in public settings
- Passion for working on issues related to LGBTQ rights, police practices, juvenile justice, or reproductive rights.
- Demonstrated ability to work independently as needed and manage multiple projects with competing deadlines, while maintaining a strong attention to detail.
- Willingness and availability to travel throughout Ohio, at times on short notice.
- The ACLU of Ohio is committed to ensuring the health and safety of our team members. All employees must be fully vaccinated and boosted for COVID-19. Verification of COVID-19 vaccination, or progress toward vaccination, is required prior to the start of employment.

### **Desired Skills and Abilities**

- Clear understanding that working towards systemic change is a marathon and not a sprint.
- Demonstrated commitment to collaboration – sharing responsibility and credit.