POSITION SUMMARY
The Organizing Strategist identifies, recruits, trains, and manages leaders in the bail and criminal justice reform movement in Ohio and end mass incarceration through policy change.

RESPONSIBILITIES
Provide on-the-ground organizing and advocacy support for local bail reform efforts.

- Identify, recruit, organize, and mobilize volunteers and community leaders to advance organizational and campaign 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 campaigns and build vehicles of engagement for the general public.
- Plan and manage events relating to campaigns, 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 local Columbus coalition table around bail reform and broader criminal legal efforts, including the death penalty.
- 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 campaign 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 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 and/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 deep commitment to racial justice.
• Ability to maintain near constant communication with diverse volunteer base, leaders and team during peak organizing seasons through writing, private, and public speaking.
• Ability to multitask, hold oneself accountable and create workplans for multiple projects that encompass key tasks of community organizing.
• Experience in problem solving, navigating difficult group dynamics and conflict resolution.

OTHER
• The ACLU of Ohio is primarily work-from-home for the foreseeable future. Candidates will be expected to have high-speed internet at their home and their own mobile phone. The ACLU of Ohio provides a monthly reimbursement for each.
• The position will involve considerable travel, in central Ohio and across the state. The ACLU of Ohio has offices in Cleveland and Columbus. When ACLU of Ohio offices reopen, the Organizing Strategist can expect to travel to Cleveland six to twelve times per year. Travel expenses are reimbursed.
• Organizing Strategist must be able to manage a flexible, full-time schedule, including attending numerous evening and weekend meetings and events.
• A degree is not a requirement of this position but a willingness to learn is.
• History of incarceration is not a bar to consideration for the position.