



## **Regional Field Organizer**

### **The Challenge and Opportunity:**

Founded in 1965, the ACLU of North Carolina, an affiliate of the national American Civil Liberties Union, is a private, nonprofit, nonpartisan organization that stands as the state's guardian of liberty – working in courts, the legislature, and communities to protect and advance civil rights and civil liberties for all North Carolinians. With nearly 30,000 members and supporters across the state, the ACLU of North Carolina has its main office in Raleigh and satellite sites in Charlotte and Wilmington.

We have recently added organizing to our arsenal of tools to protect constitutional rights in an effort to create a program that produces long-lasting and sustainable impact. This is a work in progress as we are building out our organizing program.

### **You:**

As the Regional Field Organizer, your charge is to work in the community and build a robust and cohesive organizing program that strengthens our volunteer base and engages a diverse subset of members and supporters in meaningful and impactful ways. To do this, you will recruit, train, manage, and mobilize volunteers; develop, plan, and execute events and public presentations; and prepare reports and input data. Additionally,

you will be responsible for developing and executing a work plan that monitors progress toward goals.

Looking back on your time, you will be most proud your footprint included:

- **Building** a robust volunteer and member network.

*Result: Your volunteers in Charlotte and surrounding areas are active, engaged, and consistently attending and planning events in service of our life-changing Campaign for Smart Justice plan in North Carolina, which is part of an unprecedented, multiyear national effort to reduce the U.S. jail and prison population by 50% and to challenge racism within the criminal legal system. You know you're on track because you consistently have volunteers speaking at city council meetings, county commissioner meetings, and at town halls all over the city.*

- **Designing and executing innovative presentations and events** that challenge the status quo, speak truth to power, and bring new voices to the table.

*Result: You and your volunteers routinely host events that are standing room only. We experience the discomfort of having to find new venues to manage the unprecedented attendance at our Know Your Rights trainings in preparation for the Republican National Convention. Additionally, your team routinely hosts house parties, town halls, phone banks, and door-knocking engagements that engage our base.*

- **Creating and tracking** a strong database of potential volunteers within our Voter Access Network (VAN) and using data to regularly create qualitative and quantitative reports for senior staff and external stakeholders.

*Result: You and your team have the strongest data tracking system in the southern regional area. When issue-based events take place, we can target supporters and members with precision due to your data collection.*

### **Our Team + Culture**

*You will report directly to the Field Manager. When fully staffed, you will join an impressive group of 25 staff members who all fight daily to protect the civil liberties of North Carolinians.*

*As a learner at heart, you'll love that your fellow ACLU-NC peers challenge themselves to regularly ask, "How can we do this better?" Like us, you believe in an inclusive and culturally competent society and are inspired by our commitment to diversity and inclusion. You and every member who joins our team brings a remarkable and diverse set of experiences, skills, and characteristics that move us toward a more equitable and just nation.*

### **The Tangible Good**

- *Salary. The salary range for the Regional Field Organizer position is competitive and commensurate with experience. For more details, please email Robert Stephens at [policyhiring@acluofnc.org](mailto:policyhiring@acluofnc.org).*
- *Benefits. Excellent benefits include paid vacation, sick time and holidays; medical, dental and vision insurance; life insurance, short-term and long-term disability insurance; and 401k retirement plan with employer match.*
- *Work-Life Balance. We know you can't do a great job unless you have flexibility to manage the rest of your life. That's why*

*sustainable success is important to us. You will be expected to work some evenings and weekends. However, when you're off, we expect you to be fully off.*

- *Culture. Be who you are: Join an organization who discusses and confronts issues of equity daily. You will laugh and cry simultaneously at our awesome team retreats.*
- *Job Description. [Click here](#) to see the job description and learn about the nuts and bolts of the position.*

### **To Throw Your Hat in the Ring**

If our Regional Field Organizer position sounds like you, we can't wait to learn more about you! Let's start the conversation by emailing your resume and [answering a few questions](#). Deadline to submit resume and completed questionnaire is **December 13, 2019**. Additionally, we've developed a [candidate cheat sheet here](#) to proactively answer your questions.

If you are still not sure that this opportunity is for you, are simply curious, or know someone who would be perfect, please reach out to Robert Stephens, ACLU-NC Director of Political Strategy & Advocacy [here](#) to learn more. We will be in touch with all formal applicants once the application period closes.

*The ACLU-NC is committed to creating a diverse work environment and is proud to be an equal opportunity employer. The ACLU-NC does not discriminate on the basis of race, color, national origin, sex, gender identity, religion, sexual orientation, age, disability, parental status, veteran status, or any other protected status under applicable laws. We encourage individuals of all backgrounds to apply. Individuals with personal connections to the criminal justice system are particularly welcome to apply. If you are a qualified candidate with a disability, please email us at [policyhiring@acluofnc.org](mailto:policyhiring@acluofnc.org) if you require accommodation to complete this application.*