

## **2026 Democracy Communications Campaign Consultant**

**Deadline to submit:** Proposals will be accepted and reviewed on a rolling basis until June 28, 2026

**Project start date:** July 20, 2026

**Estimated project end date:** November 30, 2026

**Estimated time commitment:** 20 – 30 hours per week

The ACLU of Arizona is seeking an experienced communications professional to help the communications department develop engaging voter education resources, amplify the organization’s election safeguarding efforts, maintain and strengthen the organization’s digital strategy, and provide general support during the 2026 Midterm General Election.

This individual will work with the ACLU of Arizona communications, policy, legal, and organizing departments to identify, produce, and disseminate resources that are clear, engaging, and easy to understand about the 2026 Midterm Election and regular election processes. They will contribute to the communication department’s effort to set a pro-democracy, pro-voter political narrative through shared, earned, owned, and paid media channels. They will work closely with the communications director and communications strategist to plan, produce, and distribute election safeguarding messaging.

Working under the direction of the ACLU of Arizona communications director in close collaboration with the communications department and other departments, the contractor will:

- Produce original writing for digital and print formats, including but not limited to text-based social, text for carousel graphic sets, video scripts, webpage copy, press releases, opinions, blog posts, and pamphlets/handouts.
- Identify strategic messaging opportunities for the affiliate to weigh in publicly during the general election cycle.
- Monitor and track election-related news, social media discourse, and statements from elections officials, and help prepare responses as necessary.
- Help disseminate voting rights “Know Your Rights” material broadly through communications channels.
- Research audiences and media consumption trends and make recommendations for ways the communications department can reach target audiences across platforms.

- Research, identify, and make recommendations for new or additional earned media dissemination tactics. Assist with earned media and reporter engagement, including organizing press conferences or media briefings as necessary.
- Attend regular check-in meetings with ACLU of Arizona staff and provide consistent communication about progress, findings, and the status of tasks.
- Provide input and insights during strategic discussions to help shape advocacy goals, aligning content creation with broader organizational aims.
- Adhere to ACLU and ACLU of Arizona policies related to elections, ensuring all communications produced maintain a nonpartisan position.

**Project timeline:** This is a 4-month contract position with the possibility of extending up to one additional month, requiring between 20 - 30 hours per week.

The ideal candidate will possess the following skills/qualities:

- At least 4 years of experience working in communications, marketing, copywriting, content production, public relations, or journalism with a focus on advocacy, nonprofit, or electoral communications.
- Strong preference will be given to individuals who have experience working on voter education campaigns during past election seasons.
- Experience setting up, managing, and tracking digital ad campaigns is a plus, but not required.
- Commitment to centering principles of equity, inclusion, and belonging in their work by demonstrating a commitment to diversity with an approach that respects and values multiple perspectives.
- Ability to manage the project, meet deadlines, and work with multiple stakeholders and contractors to achieve deliverables.

### **How to Apply**

Email your resume, statement of interest, two professional references, and 4 to 8 original work samples that demonstrate relevant experience to [jobs@acluaz.org](mailto:jobs@acluaz.org). Include your first name, last name, and “Democracy Communications Campaign” in the subject line.

- **Statement of interest:** In less than 1000 words, tell us how your qualifications meet or exceed the desired skills listed above and make you well-suited for this

campaign. Please include your desired rate of payment. We recommend addressing some or all of the following questions in your statement of interest:

- What type of communications strategies should the organization be prioritizing to help inform voters of their rights and promote access to the ballot?
  - What audiences should the ACLU of Arizona be considering in our 2026 voter education work, and how do we reach them?
  - What campaigns or projects have you worked on that have helped you develop the skills and experience that will transfer well to this campaign?
  - Can you share an example of when you've been part of a successful communications campaign? What made it successful, and how did you track its effectiveness?
- **Work samples:** Submit at least 4 work samples that demonstrate your skills and qualifications related to the campaign. Providing relevant metrics to demonstrate public response or reach is a plus. Samples may consist of:
    - Medium- or long-form writing samples such as scripts, webpage copy, press releases, opinions, blog posts, pamphlets/handouts.
    - Audio samples (such as podcasts), short- medium- or long-form videos, or other multimedia content that demonstrates the abilities described above.
    - Ad or social media campaigns.

All attachments should be in .pdf format. Large files or web-based media should be shared as clickable links in a Word or .pdf document. If any work samples submitted were created collaboratively, please include a written explanation of your individual contribution to the project.

No phone calls or walk-ins, please.

The ACLU of Arizona reserves the right to request or negotiate changes in a proposal, to accept all or part of a proposal, or to reject any or all proposals. The ACLU of Arizona may, at its sole and absolute discretion, select no provider for these services if, in its determination, no applicant is sufficiently responsive to the need. In the event that no proposal is selected, the ACLU of Arizona may elect to either not develop the service pending further analysis of alternatives to meet the expressed need, or to issue a new RFP to attempt to expand the pool of potential respondents.