



Job Posting

Community Organizer: Democracy Defense

The ACLU of Arizona works to advance equity and dismantle systemic injustice through legal action, policy advocacy, and mobilizing our communities to protect the civil rights, liberties, and dignity of all Arizonans. We are excited to announce the search for an experienced, energetic, community-centered organizer to execute campaigns and develop volunteer leadership to build the political power necessary to respond to local threats to democracy and support pro-democracy solutions.

POSITION OVERVIEW

The Community Organizer: Democracy Defense will advance the ACLU of Arizona's goals and priorities to meet the current challenges to democracy and voting rights and strengthen the foundation for future election cycles. They will recruit volunteers, develop their leadership, and mobilize people in the community who share values with the ACLU of Arizona. They will also lead and work collaboratively with other ACLU of Arizona staff, ACLU national and other affiliate programs, and movement partners to develop and execute advocacy campaigns to influence decision-makers and community leaders to adopt policy changes that contribute to Arizonans civil rights and liberties.

Location: Arizona; Phoenix preferred. Some in-person attendance at the office is required, however, most day-to-day work can be done remotely.

Salary range: \$57,000- 79,000, commensurate with experience. This is a two-year grant funded role. This is a union position represented by NOLSW/UAW Local 2320. Compensation is determined by the collective bargaining agreement and follows a structured scale with regular step increases based on experience.

Deadline to Apply: May 11, 2025

Supervision: This position reports to the Organizing Director. The Community Organizer does not have any direct reports but will supervise volunteers and on occasion, interns.

Classification: Full-time, exempt.

POSITION RESPONSIBILITIES:

Base-building and leadership development

- Recruit and build a base of community advocates and train them to advocate for change and support affiliate efforts on democracy defense and voting rights.
- Develop core leaders through on-going in-person 1:1 meeting; building their skills through training, developing them as spokespeople, mobilizing them through targeted, strategic actions, and supporting their development as leaders.
- Engage our activist network (volunteers, community leaders and advocates) through campaign meetings, welcome sessions, public events, actions, and other ACLU-AZ activities.
- Build a contact/outreach list of core leaders, directly impacted individuals/family members and general supporters, and track data in a meaningful and meticulous way.
- Support volunteer campaigns to contact local elected and appointed officials and build support for campaign goals among community leaders.
- Work with the organizing team to build a volunteer leadership development process that empowers community advocates and mobilizes them to participate in advocacy action including meetings, rallies, hearings, and delegations.
- Develop and carry out monthly grassroots actions to include but not limited to community meetings, rallies, and other community events.

- Keep up to date on ACLU of Arizona issue areas, community events and activities, and Arizona social justice movements.

Campaign planning and development

- Plan, develop, and carry out organizing strategies on democracy-focused campaigns to advance ACLU of Arizona goals and priorities.
- Work with other departments and cross-functional teams (legal, policy, communications) to support the development and execution of campaigns to advance the affiliate's goals and priorities.
- Create work plans designed to promote leadership development, volunteer participation, and advance organizing goals in affiliate campaigns and/or priority issues.
- Routinely assess organizing activities, data, and metrics and prepare reports for internal and external audiences upon request.

Partner and external relationships

- Develop relationships and galvanize the support of advocacy groups, grassroots, faith, and business leaders to advance organizing and organizational goals.
- Represent the ACLU of Arizona in coalition meetings and work collaboratively with community organizations and coalition partners on shared tactics to advance goals and priorities.
- Represent the organization and its campaigns in front of internal and external stakeholders including speaking at events and to groups and occasionally giving testimony on behalf of the ACLU of –Arizona.
- Create meeting agendas and facilitate campaign meetings that include various campaign stakeholders.
- Participate in media interviews as assigned.

Equity, Diversity, Inclusion, and Belonging

- Be an active contributor to the organization and organizing team's efforts to think creatively, ambitiously, and openly about how we can better integrate equity, diversity, inclusion and belonging into our day-to-day operations as well as our goals, plans and work with volunteers, leaders, and partners.
- Support development and implementation of various activities to enhance the organizing department's sense of belonging and connection to the organization.

QUALIFICATIONS:

This job description provides a general but not comprehensive list of the essential responsibilities and qualifications required. While no candidate will possess every quality, the successful candidate will possess many of the following qualifications and attributes. Even if you aren't sure but are excited about the position, we encourage you to apply. Consideration will be given to individuals who may not meet the listed qualifications but demonstrate strong skills, knowledge, and potential.

- Demonstrated commitment to the mission, vision, and values of the ACLU of Arizona.
- Experience in community/field organizing and leadership development, working directly with volunteers, a membership base, community leaders, or directly impacted people.
- Experience working on issue-based advocacy campaigns is preferred.
- Demonstrated commitment to working collaboratively and respectfully across lines of difference toward resolving obstacles and/or conflicts.
- Exceptional interpersonal, communication, facilitation, and training skills.
- Superb organizational skills; detail-oriented with strong follow-through, ability to manage multiple projects, and meet tight deadlines.
- Excellent computer skills, including proficiency with Microsoft Office technology (Word, Excel, and Outlook) and project management tools like Asana.
- Creative, results-oriented, self-starting, and eager to learn new skills.
- Demonstrated ability to work in an intensely collaborative, team-oriented environment.

- Attention to measurable goals and results.
- Working knowledge of civil rights and liberties issues in Arizona. Previous experience working on voting rights, elections, or democracy-related issues is a plus.
- Understanding of current political alignments and opportunities for collaboration with a broad range of groups and familiarity with the advocacy and community organizing landscape across the state
- Strong trust building, diplomacy and problem-solving skills.
- Willingness to learn and adopt to new styles of organizing and building power.
- Proficiency in Spanish is not required, but a plus.

Cultural Responsibility: Demonstrated awareness of one’s own cultural identity, views about differences, and the ability to learn and build on varying cultural and community norms. A complex understanding of racial justice and the urgency of confronting institutional racism and inequity. Commitment to equity and inclusion as organizational practice and culture. Proven track record of working across lines of race, immigration status, ethnicity, language, class, gender, and other identities and experiences including record of arrest or conviction.

Working Conditions: The ACLU of Arizona offices are generally open between 9 a.m. and 5 p.m. The physical demands and work environment described below represent those required and encountered by an employee to perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

- Inputting information into a computer for long periods of time.
- Periodically working extended hours, including some evenings, weekends, and holidays.
- Regular travel locally and in-state, and some out-of-state travel as needed.

Why work for the ACLU of Arizona?

Time off: Staff get 15 vacation days in their first three years; and 20 days after four years. We observe 16 holidays, all staff have 1 personal day off each month, a modified summer schedule with alternating Fridays off, and an extended winter break.

Benefits package: We cover 100% of health, vision, and dental insurance for employees. We provide life and disability insurance, as well as reimbursement of some out-of-pocket healthcare-related expenses. Staff are reimbursed for cell phones and home internet if working from home.

401k Plan: We want you to be prepared for retirement! We match 100% of the first 1% of your salary deferred to your 401k, plus 50% of the next 5% of your salary contribution. And then, we contribute an additional 2% of your salary contribution each pay period.

Commitment to our staff: We invest in staff growth and professional development opportunities and are committed to providing regular feedback and opportunities for advancement.

Crystal clear focus: Our team focuses on some of the most important and urgent issues of our times – from abortion rights, voting rights and democracy, LGBTQ+ rights, criminal legal reform, immigrant rights, border justice, and racial justice.

Our team is amazing: You will be working with incredibly dedicated, smart, and caring people who know how to have fun while getting a lot done in a low-ego environment. In addition to your Arizona colleagues, you will become part of a national network of ACLU staff in all 50 states plus D.C. and Puerto Rico!

How to Apply

Email your resume, cover letter, and three professional references to jobs@acluaz.org. Include “Community Organizer: Democracy Defense” in the subject line. In your cover letter, please tell us how you learned about the

job, how your qualifications make you the right person for this job, and about your interest and experience with civil rights, liberties, and social justice. All attachments should be in Word or .pdf format.

No phone calls or walk-ins, please.

The ACLU of Arizona undertakes inclusive strategies in its recruitment and employment efforts to ensure that persons with disabilities have full opportunities for employment in all positions. We encourage applicants with disabilities who may need accommodations in the application process to contact jobs@acluaz.org.

Deadline: Applicants must apply by May 11, 2025.

The ACLU of Arizona is an equal opportunity employer. We value a diverse workforce and an inclusive culture. We encourage applications from all qualified individuals without regard to race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, marital status, citizenship, disability, veteran status, and record of arrest or conviction.