



**Position Announcement:**  
**Alabama Policy & Movement**  
**Building Director**

**URGE is working to empower the diverse, upcoming generation of leaders who promote and protect reproductive freedom – both now and in the future.** We are dedicated to the right of each person worldwide to decide when and if they will have sex, when and if they will be pregnant, and when how they will build a family. URGE provides tools, training and leadership opportunities to young people age 18-30 nationally and in Alabama, Georgia, Texas, Ohio, and Kansas to mobilize for reproductive justice and win real victories for their campuses and communities!

URGE seeks a committed, experienced individual who is passionate about reproductive and social justice to lead our policy and movement building work in Alabama. The role of the policy department is to engage young people on issues of sexual health, reproductive justice, and gender equity, in order to help them engage national, state, and local decision makers. The policy department works closely with the field and communications teams to build and leverage political power to spur policy and culture change.

Candidates must have knowledge of and commitment to reproductive health, rights, and justice and/or social justice issues, experience with state policy advocacy, coalition building, member development, and civic engagement as well as excellent writing, analysis, and interpersonal skills. This position will report to the Policy Director.

**Responsibilities:**

- Set and execute URGE's state policy agenda for Alabama and track all relevant state legislation, litigation, and other policy developments.
- Serve as subject matter expert on all related policy matters, including reproductive justice, LGBTQ liberation, and economic justice.
- Develop and manage relationships with Alabama elected officials.
- Develop and manage a coalition of state partners with intention, follow-through, and sensitivity to partners' needs and power dynamics.
- Translate complex policy issues into relevant, actionable messages URGE members. Draft fact sheets, policy briefs, talking points, and other materials.
- Coordinate closely with URGE's Alabama field team to integrate policy advocacy with organizing and canvassing work.
- Coordinate closely with URGE's communications team to amplify the voices of young people on policy issues and leverage policy moments to spur culture shift.
- Identify opportunities to expand URGE's presence in coalitions and with allies, raising URGE's profile in the state.

- Work with Policy Director to develop short and long-term state policy campaigns, engaging young people on policy issues related to URGE's priority issue areas: abortion access and affordability, reproductive and sexual health and education, LGBTQ liberation, immigrants' rights, and voter engagement.

**Qualifications:**

- Graduate degree in public policy or J.D. or equivalent work experience preferred, *and* 1-3 years additional experience working in policy advocacy or movement building.
- Strong commitment to reproductive and gender justice; to the rights of all individuals to make their own decisions about sexual and reproductive health; and to government's responsibility to defend and support those rights.
- Knowledge of the Alabama legislative process.
- Experience working closely with communities of color, and successful track record of relationship-building with organizations led by people of color.
- Deep understanding of coalition development and management.
- Strong legislative analysis skills and ability to efficiently summarize effects of proposed policy changes.
- Willingness to identify, develop, and take on new opportunities to further URGE's mission.
- Ability to excel in a fast-paced, team-based, participatory environment as well as work autonomously. Prepared to work remotely with long-distance supervisory relationship.
- Existing positive relationships with social justice organizations in Alabama strongly preferred.

**Salary:** \$50K-\$55K with excellent benefits

**Placement:** This is a remote position based in Montgomery, Alabama. Candidates must be able to drive, have personal transportation and the ability to travel around the state. URGE does not have an office for this location. Candidates must be prepared to work from a home office, with equipment provided and maintained by URGE.

**To Apply:** Applications are accepted on a rolling basis. Incomplete applications will NOT be considered. Please send cover letter, resume, 2-page writing sample and the names and contact information of three references to Dominique Jackson: [djackson@urge.org](mailto:djackson@urge.org).

*URGE is an equal opportunity employer. People of color, lesbian, gay, bisexual, transgender people and those with disabilities are strongly encouraged to apply.*