



**Position Announcement:**  
**Alabama State Coordinator**

**URGE seeks a committed, experienced individual who is passionate about reproductive /social justice to organize and develop our field and civic engagement program in Alabama.**

URGE's field program works to identify young people who care about issues of sexual health, reproductive rights and gender equity, help them create and engage community in various ways within their state, help them develop organizing and leadership skills that build visibility, credibility and political power that can be leveraged to impact policy and culture change in state and nationally.

**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 and if they will have a child. URGE provides tools, training and leadership opportunities to young people aged 18-30 to mobilize for reproductive information and services and win real victories for their campuses and communities!

Candidates must have knowledge of and commitment to reproductive health and rights and/or social justice issues, experience with national and/or state organizing, some experience with issue campaigns, member development and civic engagement as well as excellent training skills. This position will report to the Field Director.

**Responsibilities:**

**Integrated Voter Engagement Campaigns**

- Oversee door-to-door canvass operations, track voter contacts
- Train and oversee interns and canvassers who will help implement the civic engagement campaigns
- Execute 1 GOTV campaign per calendar year
- Execute 3 3-4 week IVE campaigns, supervising a temporary staff of 15+ canvassers per campaign
- Identify, build, train and develop a diverse base of young leaders and activists to run local, state and national reproductive justice campaigns
- Identify regional, local, and state issues and develop campaign strategies
- Inspire grassroots activism for the purpose of building active, visible local support for sexual health, reproductive rights, and gender justice
- Identify regional, local, and state issues and develop campaign strategies
- Work with National Data Manager to track and report on campaign progress

**City Activist Network (CAN) Management**

- Identify, build, train and develop a diverse base of young leaders and activists to run local, state and national reproductive justice campaigns

- Work with URGE staff to plan, develop, and implement trainings for URGE's CAN events
- Provide technical assistance, training, materials and resources to CAN members
- Host a minimum of 2 CAN community events per month
- Host a minimum of 2 CAN trainings per month
- Work with State Organizer to integrate and collaborate with state chapters on events/campaigns
- Create, maintain, and oversee 3-4 CANs in Alabama
- Track and maintain database of CAN members with Nationbuilder integration

### **Contribute to URGE team and mission**

- Represent URGE in state-based coalitions
- Build statewide partnership network to execute and plan campaigns
- Assist State Organizer in recruitment for core URGE programming
- Act as support staff for facilitating URGE core programming

### **Qualifications**

- Some exposure to electoral field campaigns and door-to-door canvassing, experience with VAN a plus
- 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
- Experience organizing with people of color
- Experience working at people of color centered and lead organizations
- Experience and comfort organizing and working with LGBTQ+ individuals and communities
- Experience building coalitions and effectively participating in coalition spaces
- Demonstrated commitment to youth organizing
- Knowledge and experience with organizing in Alabama and a commitment to working for progressive issues in "red" states
- Knowledge of Alabama reproductive and gender justice issues, political landscape and cultural complexity
- Willingness to travel at least 2 weeks out of the month
- Excellent written and verbal communication skills
- Proficiency with social media platforms, including Facebook, Snapchat, Twitter, Instagram
- Ability to juggle multiple tasks with attention to detail
- Flexibility and adaptability to change
- Ability to work well with a team, take direction and feedback, and share skills and knowledge
- Willingness to identify, develop and take on new opportunities to further URGE's mission
- Knowledge of Microsoft Office programs, Google Drive
- Comfort learning new online tools

**Salary:** \$40-\$50k with excellent benefits

**Placement:** This is a remote position based in Birmingham, Alabama. Candidates must be able to drive, have personal transportation, and the ability to travel to organizing sites across the state. URGE does not have an office for this location. Candidates must be prepared to work from a home

office.

**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 [HR@urge.org](mailto:HR@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.*