



## URGE Job Announcement – Kansas State Organizer

*Join our team to advance reproductive justice for young people!*

**Position:** Kansas State Organizer

**Salary:** \$40,000 - \$50,000; health and dental coverage for staff fully paid by URGE

**Location:** This is a remote position based in Kansas with a preference for someone living in Topeka or Lawrence, Kansas (or surrounding areas). Candidates must be able to drive, have personal transportation and the ability to travel to organizing sites across the state. Candidates must be prepared to work from a home office with equipment provided by URGE.

**Organizational Overview:** Unite for Reproductive and Gender Equity (URGE) plays a unique and critical role as a reproductive justice organization that engages young people and catalyzes our power to fight for the ability of all people to build the families we want, access the healthcare we need, and to live and love in a way that's true to who we are. URGE provides training, field mobilization, and national leadership to move policy, systemic and cultural change as young people win meaningful victories for our campuses and communities!

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

URGE's field program identifies, organizes, and mobilizes young people who care about issues of sexual health, reproductive justice, racial justice, LGBTQ liberation, and gender equity. We provide trainings and engagement and leadership opportunities that enable young people to build visibility and political power to impact policy and culture change in state and nationally.

Qualified candidates will have knowledge of and commitment to reproductive justice, racial justice, LGBTQ liberation, and/or gender equity. Qualified candidates will have 1-2 years or more 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:**

### **Chapter Management**

- Provide regular guidance and management to chapter leaders
- Build and deepen relationships with individuals to increase their leadership and investment in URGE
- Develop 1-3 new chapters a year
- Manage multiple URGE chapters throughout the Northern/Northeastern half of the state
- Track and report chapter progress, leadership development and all outreach activities
- Represent URGE at campus and community events and at local, state, and national conferences

### **Facilitation**

- Facilitate workshops with various sized groups skillfully
- Move groups smoothly through hours or days of programming
- Articulate and teach reproductive justice values-based programming
- Modulate trainings for audiences of varying levels of experience and education

### **Base Building and Outreach**

- Continuously outreach to communities to recruit new URGE membership
- Recruit attendees to numerous URGE events throughout the year
- Cultivate knowledge of tools and technologies to increase constituent engagement
- Move event attendees into deeper engagement via URGE's leadership ladder
- Move graduating chapter members into City Activist Networks

### **Chapter Campaigns**

- 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, state and campus 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
- Work with URGE staff to plan, develop, and implement trainings
- Facilitate meetings and strategy sessions
- Provide technical assistance, training, materials, and resources to members and chapters

### **Coalition Work**



- Represent URGE at regular coalition meetings with current URGE partners
- Seek out new coalitions to participate in as necessary
- Develop and improve relationships with state partners

**Qualifications:**

- Strong commitment to reproductive, gender, and racial 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 working at people of color -centered and -lead organizations
- Experience and expertise organizing and working with people of color
- Experience and expertise organizing and working with LGBTQIA+ individuals and communities
- Experience building coalitions and effectively participating in coalition spaces
- Demonstrated commitment to youth organizing
- Knowledge and experience with organizing in Kansas and a commitment to working for progressive issues in "red" states
- Knowledge of Kansas reproductive, gender, and racial justice issues, political landscape and cultural complexity
- Willingness to travel at least 2 weeks out of the month
- Excellent written and verbal communication skills in English
- Proficiency with social media platforms, including Facebook, Twitter, and 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

**To Apply:** Applications are accepted on a rolling basis. Incomplete applications will NOT be considered. **Please send a 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, LGBTQIA+ people, and those with disabilities are strongly encouraged to apply.*