



**Job Announcement**  
**Alabama State Coordinator**  
April 2021

**Organizational Overview:**

URGE plays a unique and critical role as a reproductive justice organization that engages young people and catalyzes their power to fight for the ability of all people to build the families they want, access the healthcare they need, and to live and love in a way that's true to who they are. Working with young people ages 18-30, and the leadership of young people of color, women, queer, trans, and nonbinary folks, and people of low-income, URGE provides training, field mobilization and national leadership to move policy, systemic, and cultural change.

**Position Summary:**

URGE seeks a full-time Alabama State Coordinator 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 the state and nationally.

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 or electoral campaigns, member development and civic engagement, as well as excellent training skills. This position will report to the Field Director.

**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 with equipment provided by URGE.

This is a full-time exempt position that will report to the Director of Voter Engagement.

**Responsibilities:**

***Integrated Voter Engagement Campaigns***

- Oversee door-to-door, phone, and digital canvass operations and track voter contacts in Alabama
- Train and supervise interns and canvassers who will help implement the civic engagement campaigns (teams of 5-20 people)

- Execute 20 weeks of voter engagement campaigns per year, to include GOTV and issue 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, 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 Data Manager to track and report on campaign progress
- Effectively manage voter engagement canvassers and campaigns, in compliance with Human Resource law and practice, as well as 501c3 restrictions

#### ***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 (membership 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 and Policy and Movement Building Director in recruitment for core URGE programming
- Act as support staff for facilitating URGE core programming

Other duties as necessary.

#### **Qualifications:**

- Commitment to reproductive and gender justice, abortion access for all, queer and trans liberation, building young people's political power, and dismantling white supremacy.
- Commitment to co-creating a work environment that is just, equitable, and inclusive to all, including Black, Indigenous, and other people of color, LGBTQIA+ people, women, and people with disabilities.
- 2-4 years of experience with social justice organizing, specific experience with electoral

field campaigns and door-to-door, phone, and digital canvassing, and experience with VAN a plus.

- Experience organizing with people of color in Alabama.
- Experience building coalitions and effectively participating in coalition spaces.
- 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 during campaigns.
- 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, strong organization skills
- 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, Slack, Zoom, and other office tools.
- Comfortable learning new online tools.

**Salary:** \$43-49k annually with excellent benefits, including health and dental coverage for staff fully paid by URGE. Because of the differences in cost of living based on location, URGE utilizes location in determining salary, among many factors.

**To Apply:** Applications are accepted on a rolling basis. Please state “**AL State Coordinator**” on the subject line. Incomplete applications will NOT be considered. Please send cover letter and resume to [jobs@urge.org](mailto:jobs@urge.org).

*URGE is an equal opportunity employer. Black, Indigenous and other people of color, LGBTQIA+ people, and those with disabilities are strongly encouraged to apply.*