



## **Job Announcement**

### **Alabama State Organizer**

March 2023

#### **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.

At the core of URGE's mission are our values, commitment to justice, equity, diversity, and inclusion, disrupting anti-Blackness and dismantling white supremacy. We seek candidates whose values are aligned with those of our organization.

#### **Position Summary:**

URGE seeks a committed, experienced individual who is passionate about reproductive and social justice to organize and develop our field and civic engagement programs.

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 programming, engagement and leadership opportunities that enable young people to build visibility and political power to impact policy and culture change across the 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 at least 2-4 years of experience with national and/or state organizing, some experience with issue campaigns, member development and civic engagement as well as excellent training skills.

This is a remote position based in Alabama with a preference for someone in Montgomery (or surrounding area). Candidates must have their own transportation to go to and from in person meetings, events, etc. both in their community and across the state. Candidates must be prepared to work from a home office with equipment provided by URGE.

This is a full-time exempt position that reports to the Western States Field Director.

#### **Responsibilities:**

### **Chapter Management**

- Provide frequent, consistent guidance and management to chapter leaders
- Build and deepen relationships with individuals to increase their leadership and investment in URGE
- Build and manage multiple URGE chapters throughout 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
- Collaborate and engage with URGE staff on internal educational resource building for chapters
- Coordinate & manage chapter grant applications, activities and projects

### **Facilitation**

- Develop subject-specific programming including but not limited to agendas, meeting notes, workplans and simple budgets
- Skillfully facilitate both virtual and in-person workshops with various sized groups, that include both membership and staff
- 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
- Maintain relationships with URGE Alumni
- 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
- Build an URGE base of supporters through social media and other digital tools
- Analyze performance of online engagement and communications with digital outreach
- Continually update and create digital content on social media or other digital tools
- Move graduating chapter members into Community Activation Networks or Alumni Network

### **Chapter Campaigns**

- Identify regional, local, state and campus issues and develop campaign strategies
- Identify, build, train and develop a diverse base of young leaders and activists to create, run local, state, and national reproductive justice campaigns
- 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 training
- Facilitate campaign meetings and strategy sessions with URGE members and coalitional partners
- Provide technical assistance, training, materials, and resources to members and chapters

### **Other duties as assigned**

### **Qualifications:**

- Strong commitment to URGE's mission and values, particularly supporting reproductive freedom and promoting youth activism and leadership.

- 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 or more experience with national and/or state organizing, some experience with issue campaigns, member development and civic engagement or related fields. Experience with digital organizing is a plus
- 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 state and a commitment to working for progressive issues in conservative areas
- Knowledge of state 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 and platforms

**Salary:** \$56,500 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 Organizer**” on the subject line. Incomplete applications will NOT be considered. Please send a cover letter and resume to [jobs@urge.org](mailto:jobs@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.*