



Job Announcement
Georgia Policy & Movement Building Director
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.

Position Summary

URGE seeks a committed, experienced individual who is passionate about reproductive and social justice to lead our policy and movement building work in Georgia.

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. The position will be a director depending on applicant experience.

This is a full-time position is based in Georgia with a preference for someone living in Atlanta, Georgia (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 will report to the Director of Policy.

Responsibilities:

- Set and execute URGE's state policy agenda for Georgia 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 Georgia 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 for URGE members.
- Draft fact sheets, policy briefs, talking points, and other materials.
- Coordinate closely with URGE's Georgia 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 Director of Policy 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.
- Other duties as assigned.

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.
- ***Either*** a graduate degree in public policy, public health, or J.D. *and* 1- 3 years additional experience working in policy advocacy or movement building, ***or*** 3-5 years of 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 Georgia legislative process and a commitment to working for progressive issues in "red" states.
- Knowledge of Georgia reproductive, gender, and racial justice issues, political landscape and cultural complexity.
- Experience working closely with communities of color, and successful track record of relationship-building with organizations led by people of color.
- Experience and expertise organizing and working with LGBTQIA+ individuals and communities.
- Excellent written and verbal communication skills in English.
- 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.
- 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.
- Knowledge of Microsoft Office programs and Google Drive.
- Comfort learning new online tools.
- 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, legislators, and community leaders in Georgia strongly preferred.

Salary: \$72,050 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 "**GA Movement Building and Policy Director**" on the subject line. Incomplete applications will NOT be considered. Please send a cover letter and resume to 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.