



Kansas

Field Organizer - ACLU of Kansas

Office:

Affiliate Offices

Location:

Kansas City, Kansas Region

FEBRUARY 2, 2018

About the ACLU of Kansas

The ACLU of Kansas – a leader of the resistance against threats to civil liberties and rights – seeks a Field Organizer to conduct sustained organizing campaigns to build civic engagement and social power. This position will provide organizing support to ACLU members and non-member volunteers, focusing on issues related to criminal justice, racial justice, immigrant rights and voter rights.

The American Civil Liberties Union (ACLU) of Kansas is a non-profit and non-partisan organization dedicated to preserving and advancing the civil rights and legal freedoms guaranteed by the United States Constitution and the Bill of Rights. The ACLU of Kansas works in the state legislature, the courts, and local communities to protect the rights of all people living in Kansas. The organization's work includes efforts to strengthen and defend First Amendment rights, voting rights, reproductive rights, racial justice, LGBT rights, and immigrants' rights, stopping government surveillance, and reforming the criminal justice system. The ACLU of Kansas often works in broad-based coalitions made up of individuals and organizations from across the political, partisan, and ideological spectrum. The ACLU of Kansas is an affiliate of the national American Civil Liberties Union, has a current staff of 10, an annual budget of approximately \$1 million, and more than 30,000 supporters across the state.

The ACLU of Kansas comprises two separate corporate entities, the American Civil Liberties Union of Kansas and the ACLU Foundation of Kansas. Both entities have the same overall mission, and share office space and employees. The ACLU has two separate corporate entities in order to do a broad range of work to protect civil liberties. The ACLU Foundation of Kansas is a 501(c) (3) non-profit corporation that primarily engages in litigation and public education. The ACLU of Kansas is a 501(c) (4) non-profit corporation that primarily engages in lobbying and advocacy.

More information about the ACLU of Kansas is available at www.aclukansas.org.

Position Overview

Primary responsibilities include but are not limited to:

- Develop and implement strategies to organize different constituencies across Kansas to work toward achieving our strategic objectives, including developing campaign plans, and turning goals and strategies into tactics, timelines, and metrics.
- Mobilize and expand support for state-based civil liberties issues among ACLU of Kansas members and non-member supporters by identifying, recruiting, and training volunteers to participate in civil liberties campaigns and programs
- Develop and implement strategies to expand the ACLU of Kansas's volunteer corps through recruitment, training, recognition and thanks, and ongoing engagement.
- Work with advocacy technology tools, including implementing the best use of volunteer management software, social media, text messaging, e-mail, and phone calls to increase engagement.
- In collaboration with the Communications Department, develop persuasive and informative outreach materials, including fact sheets, talking points, and sample letters-to-the-editor.
- Track campaigns' and programs' progress to goals, produce reports and highlights and adjust plans as necessary.
- Ensure that mobilization efforts are part of long-term organizing and capacity building for the ACLU of Kansas, including assisting in setting up and executing two-way communication channels for volunteers and recruiting and supporting volunteer leaders and volunteer teams.
- Represent the ACLU of Kansas in coalition meetings and work collaboratively on joint efforts with community organizations and coalition partners.
- Develop strategic partnerships with community-based organizations working in diverse communities of the region.
- Speak publicly on behalf of the ACLU of Kansas.

- Develop, conduct, and widely publicize campaign relevant trainings that promote grassroots leadership, strategic issue campaigns, organizing tactics, and coalition building on priority issue areas, including phone banking, canvassing, and using technology to take online activism offline.
- Galvanize support of community organizations, public officials, law enforcement officers, faith leaders, business leaders, donors, and new and diverse communities for organizing campaigns.
- Work collaboratively with grassroots leaders, allies, and ACLU of Kansas staff to execute large and effective community actions (hearings, rallies, etc.).
- Identify, cultivate, and develop strong community leaders who will lead campaigns that pursue our civil rights priorities.
- Coordinate and execute non-partisan, non-political, issue oriented electoral efforts in coordination with other ACLU affiliates and coalition partners.
- Other duties as assigned

Field Organizer should possess the following experience and personal attributes:

- Individuals who have personal experience with incarceration and the criminal justice system are encouraged to apply.
- Bachelor's degree in a relevant field is preferred, but not required.
- At least two (2) years of experience in community/field organizing and base building. At least one (1) year of experience must specifically be in political/advocacy/campaign organizing, with experience including field organizing, volunteer recruitment, trainings, and building volunteer leadership strongly preferred.
- Individuals with knowledge of current political alignments and opportunities for collaboration specifically in Kansas with a broad range of groups. Familiarity with the advocacy and community organizing landscape of Kansas is preferred, but not required.
- A history of working collaboratively and successfully with people and organizations from diverse racial and ethnic backgrounds and a broad range of ideological positions and religious views.
- Exceptional interpersonal skills.
- Strong written and oral communications skills.
- Superb organization skills; detail-oriented with strong follow-through and the ability to meet tight deadlines.
- Creative, results-oriented, self-starting, and willing to learn.
- Strong task and time management skills.
- Ability to travel around the state as necessary and participate in evening and weekend meetings.
- This position may be based in either Overland Park, or Wichita Kansas; candidates must either reside in one of those metropolitan areas or be willing to relocate quickly.
- Commitment to the mission and goals of the ACLU of Kansas.

Compensation

Compensation for this full-time position is in the mid \$30,000s, but is negotiable based on experience and within the parameters of the ACLU of Kansas compensation scale. Benefits include medical and disability insurance (fully paid by employer), a 401(k) program, and generous vacation, holiday and sick leave.

Application Procedure

Submit a letter of interest, resume, and three professional references (identifying their relationship to you and including their email address and phone number). Email your application to:

Michele L. Watley
Director of Advocacy, ACLU of Kansas
mwatley@aclukansas.org

Please include "ACLU Field Organizer" in the subject line. Applications accepted until position is filled. No calls or in-person applications, please.

Deadline

Applicants will be reviewed beginning the week of Feb 26, 2018 and will be accepted until the position is filled. The job announcement will remain posted on our website, www.aclukansas.org, until the position is filled. When the position is filled, the announcement will be removed from the website.

The ACLU of Kansas is an equal opportunity employer. We value a diverse workforce and an inclusive culture. The ACLU of Kansas encourages applications from all qualified individuals without regard to arrest or conviction, race, color, religion, gender, gender identity or expression, sexual orientation, age, national origin, marital status, citizenship, disability, and veteran status.