



American Civil Liberties Union of Michigan Position Description: Voting Rights Strategist

Position Overview: The Voting Rights Strategist will help develop, run, and win local and statewide voting rights campaigns and legal challenges on a range of issues, including same day registration, restoration of rights, universal voter registration, nonpartisan redistricting, and other innovative voting rights reforms. In alignment with ACLU of Michigan (ACLU) mission and strategic goals, the Voting Rights Strategist will develop and execute an integrated legal, legislative, and public education plan designed to protect the voting rights of all Michigan citizens, to ensure unfettered access to voting, and to promote modernization of Michigan’s voting laws and systems. The Voting Rights Strategist will assume a leadership role in any voting rights or redistricting ballot campaign in which the ACLU collaborates. The Voting Rights Strategist will work in concert with the ACLU’s leadership team, the legal department, and the legislative team to identify opportunities and coordinate strategies to successfully defend and promote voting rights.

Specific Responsibilities:

Oversee the ACLU’s Voting Rights Campaign

- Develop, implement, and provide strategic and visionary direction for the ACLU’s integrated voting rights campaign.
- Coordinate with local, state and national organizations on activities to meet campaign goals and priorities.
- Provide support to develop the expertise and leadership of stakeholders, and in particular support leadership development in communities most historically marginalized within our democratic process.
- Build the ACLU’s role and participation within the national voting rights landscape.
- Develop a research agenda to support the voting rights campaign.
- Consult to develop a legal agenda to support the voting rights campaign and identify potential plaintiffs, as appropriate.
- Coordinate with policy and legal staff in other issue areas to find opportunities for aligned work and coordination.

Litigation

- Work with the Legal Department to develop a voting rights litigation strategy.
- As necessary, investigate, develop and litigate impact voting rights cases in federal and state court, identify and recruit plaintiffs, conduct factual and legal research, prepare memorandums, write demand letters, draft pleadings, conduct discovery, argue motions, try cases, and write appellate briefs and amicus briefs.
- Supervise, lead or work with teams of ACLU staff attorneys and cooperating attorneys, and co-counsel cases with other public interest groups and with the National ACLU Voting Rights Project.

Administration, Coordination & Support

- Coordinate and facilitate regular campaign updates and assessments with the ACLU's leadership team.
- Consult with Director of Operations to develop and oversee budget for campaign.
- Create metrics to evaluate progress of campaign, working with staff to refine benchmarks as necessary.
- Coordinate with the Communications Department to ensure that messaging is timely, integrated and responsive to the political environment.
- Coordinate with the Legal Department to advance litigation strategy.
- Coordinate with the Legislative Department to provide support for legislative policy concerning voting rights.

Qualifications:

- Demonstrated commitment to civil liberties and civil rights.
- Education and experience commensurate with the responsibility for managing a successful strategic campaign for voting rights.
- Minimum of 5 years of campaign and organizing experience on voting rights and democracy issues and experience leading and managing statewide issue campaigns.
- J.D. with license to practice law and significant experience litigating federal civil rights cases. Experience litigating voting rights cases a plus.
- Excellent writing and communication skills.
- Excellent relationship-building skills and ability to inspire collaboration and function decisively.
- A demonstrated commitment to social and racial justice issues and understanding of the challenges facing communities of color, immigrant communities, and socio-economically dissimilar communities.
- Ability to work within a coalition of diverse organizations and partners.

Personal Characteristics:

- Personally committed to advancing the ACLU's values, mission, goals and programs, with an understanding of the range of civil liberties issues and their implications.
- Flexible and well organized, someone who can handle and prioritize multiple activities and responsibilities.
- Self-motivated and able to work independently, traveling around the state as necessary.
- Emotionally mature and self-confident, with a sense of humor in order to maintain balance and perspective.
- Excellent administrative and management skills. A strong attention to detail, problem solving skills and a high degree of discretion.
- Excellent writing skills for capturing nuances in reports, minutes and correspondence. The ability to meet deadlines. Ability to exercise initiative and creative approaches to problem-solving. A pro-active communicator who can anticipate the kinds of information needed to facilitate decision-making.
- Strong interpersonal skills; proven ability to work well with people with a wide range of interests, skills and concerns. A confident and professional presentation. Demonstrated ability to handle stress well and meet deadlines.
- A commitment to diversity; a personal approach that values the individual and respects differences of race, ethnicity, age, gender identity and expression, sexual orientation, religion, ability and socio-economic circumstance.

- Ability to work occasional weekends and evenings.

Supervision

The Voting Rights Strategist is jointly supervised by the Political Director and the Deputy Legal Director.

Compensation and Benefits

Salary is commensurate with experience and qualifications. Excellent benefits including health insurance and a 401(k) plan. This is a grant-funded position.

Application Procedure

Please submit, in digital form, a detailed letter of interest, resume, writing sample and contact information for three references to ACLU of Michigan Political Director Shelli Weisberg at votingrightsjob@aclumich.org. Include Voting Rights Strategist and your name in the subject line of the email.

Application review begins May 3, 2017. Position will remain open until filled.

The ACLU of Michigan is an equal opportunity/ affirmative action employer. Women, people of color, persons with disabilities, and lesbian, gay, bisexual and transgender people are encouraged to apply.

The ACLU of Michigan comprises two separate corporate entities, the ACLU of Michigan and the ACLU of Fund of Michigan. The ACLU of Michigan and the ACLU Fund of Michigan share the same mission, office space, and employees. This job posting refers collectively to the two organizations under the name "ACLU of Michigan."