



ACLU OF MICHIGAN SEEKS VOTING RIGHTS PROGRAM MANAGER

Overview

For nearly 100 years, the ACLU has been at the forefront of every major civil liberties fight in our country's history. Whether it's reducing the prison and jail population, achieving full equality for the LGBTQ community, reducing immigration detention, or ending unjust laws that strip people of their fundamental right to vote, we take up the toughest civil liberties issues to defend all individuals from government abuse and overreach. With ACLU affiliate offices in all 50 states, Washington, D.C., and Puerto Rico, we fight tirelessly to defend our rights in the courts, influence public policy, and empower communities to advance rights for all. The ACLU of Michigan, founded in 1959, is a nonprofit, nonpartisan, public interest organization dedicated to the defense and expansion of civil liberties and civil rights in Michigan. We are a passionate, highly motivated group of 40 lawyers, public policy experts, lobbyists, community organizers, communicators and fundraisers, and we're looking for exceptional talent to join our team.

The ACLU is deeply committed to racial equity and social justice and is driven to act on these core values. Applicants must be able to recognize ways our identities intersect and play out in the work, especially with communities we serve, and must demonstrate the cultural competency to work with a diverse team and effectively partner with historically marginalized communities.

This is an incredibly exciting time to join the ACLU. Our membership has tripled, and we are building a more expansive advocacy infrastructure to increase the ACLU's effectiveness in achieving its objectives. The ACLU revolutionized voting rights in Michigan in 2018 with the successful passage of Proposal 3 - the largest package of voting rights reforms ever adopted through a statewide ballot initiative. It moves Michigan out of decades of apathy towards significant increases in voter access to registration and voting. Between now and 2020 the ACLU must ensure the newly won voting rights are fully implemented at the state and local level to create the greatest possible access, educate the public about their new rights, and ensure that the 1,500 plus local election administrators and poll workers are prepared for potentially record voter turnout. The ACLU of Michigan seeks a manager to build, grow, and coordinate a program to engage local election officials in strategies and practices to expand access to the ballot and eliminate barriers to voting for all Michigan's citizens.

Position Description

The Voting Rights Program Manager will develop, grow, and manage a program to engage local election officials to expand access to the ballot and eliminate barriers to voting. The program manager will be expected to work with key civic engagement partners to build advocacy teams in designated communities with the goal of engaging local election officials to advance the voting rights reforms granted by Proposal 3. The program manager will be responsible for supporting local teams to develop and achieve goals that will make voting more accessible. This includes identifying the needs of local teams, establishing effective structures for communication, collaboration, coordination, and tracking progress both across teams and jurisdictions. The manager will be responsible for providing regular updates on the progress to internal and external audiences and will ultimately create a learning community to address challenges and to celebrate successes. The program manager is within the political department, which is comprised of a political director, voting rights strategist, public engagement strategist, two lobbyists, a coalition outreach coordinator, and three local organizers.

Supervision: The Program Manager will report to the Voting Rights Strategist.

Qualifications

- Demonstrated commitment to civil liberties and civil rights.
- Significant experience in community organizing, political campaigns, program management, volunteer management, voting rights or other democracy issues, or similar field experience.
- A commitment to diversity; embraces a personal approach that values the individual and respects differences of race, ethnicity, age, gender, sexual orientation and gender identity, religion, ability, socio-economic circumstance, and lived experience.
- Organizes from a racial justice perspective, with emphasis on voter suppression's disproportionate impact on communities of color.
- Demonstrated experience organizing and managing volunteers, including motivating, supporting and holding people accountable to their goals.
- Project management skills, including demonstrated results in developing and leading multiple projects simultaneously.
- Experience building, managing or coordinating programs using a data-driven approach, across multiple organizations to achieve results.
- Strong communication skills, including writing and public speaking.
- Self-starter who is skilled at managing up. The ideal candidate knows how to leverage limited manager time to get the information needed to move decisions, and the work, forward.

- A creative thinker who can spot issues ahead of time and take the initiative to develop solutions to achieve results.
- A team player who inspires collaboration and functions decisively and with flexibility; a person who assumes the best from colleagues and who resolves conflicts directly.
- Adept at using data to inform strategy development, monitor progress to goal, and report on and analyze outcomes, including familiarity with VAN, Excel, Microsoft 365, Google forms, and other tools.
- Experience dealing with the public and other stakeholders who may hold differing perspectives.
- Willingness to work flexible hours and travel around the state as needed.

Compensation

This is a temporary position which ends January 31, 2021. The salary range for this position is \$65,000 - \$75,000, commensurate with experience. Excellent benefits, including health insurance and a 401(k)-retirement plan with matching, are provided.

Application Procedure

To apply, please submit a detailed letter of interest outlining your qualifications, any other information helpful for our review of your candidacy. We prefer your application in digital form emailed to VRCLerk@aclumich.org and in the alternative, you can mail the application to:

ACLU of Michigan
2966 Woodward Ave.
Detroit, MI 48201
ATTN: Sharon Dolente

The position will remain open until filled, but the hiring committee will begin to review applications on December 23, 2019.

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

“ACLU of Michigan,” as used in this job description, refers collectively to two separate corporate entities, the ACLU of Michigan and the ACLU Fund of Michigan. The two entities share the same mission, office space, and employees.