ACLU
Michigan

Contract position: Temporary Distributed Text Team Lead

Location: Remote

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.

Position Description:

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. 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 an experienced, determined organizing contractor who can execute, demonstrate and model best practices in organizing. This position will be focused on increasing turnout in the November 2020 election through voter education and mobilization. The Text Team Lead works with the political department, which comprises a political director, voting rights strategist, two lobbyists, a coalition outreach coordinator, and organizers. This position will work closely with our National Political and Advocacy Department.

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This temporary contract position will run through the end of November. This is an excellent opportunity to contribute to a team leading important fights for civil liberties and civil rights in the lead-up to the 2020 general election.

Supervision: The Text Team Lead will be supervised by the Public Engagement Strategist.

Roles & Responsibilities:

- Recruit volunteers to meet the campaign's voter education and mobilization goals
- Plan and execute daily text banks through Election Day focused on reaching out to Michigan voters to ensure voters understand their rights and keep civil rights and liberties in mind when they cast their ballot.
- Plan and execute training and briefings that result in volunteers having the appropriate skills, increased understanding of organizing necessary to text bank effectively and bring others into the work.
- Identify, recruit and sustain volunteer leadership, especially of directly impacted people.
- Demonstrate best practices of field organizing, including an inclusive leadership style, ability to work with ACLU staff, coalition staff and community leaders.
- Facilitate and join debriefing conversations with volunteers and staff, along with helping to identify best practices and replicable models for sharing across all ACLU organizing work.

Experience & Qualifications:

- Demonstrated commitment to civil liberties and civil rights.
- At least one cycle of distributed field organizing experience in electoral and/or legislative advocacy campaigns.
- Experience leading distributed teams, and remotely training volunteers on the use of texting software.
- The ability to recruit new volunteers, and to identify and sustain volunteer leaders.
- A demonstrated commitment to centering the voices and leadership of directly impacted people.
- A collaborative mindset and the ability to work with local staff as well as allies, coalition partners and community leaders.
- Demonstrated flexibility in problem-solving and willingness to work irregular, "campaign" hours, including nights and weekends.

- Ability to take initiative, think creatively, problem solve, work well under pressure, and manage multiple priorities and projects effectively under tight deadlines.
- Must possess and demonstrate the drive and dedication to move work from concept to implementation and completion.

Compensation:

The Text Team lead is a two-month independent contractor position that ends on November 30, 2020. The contractor will work 40 hours per week on average and shall receive a fee of $4,600 per month and reasonable expenses shall be reimbursed. The contractor is not eligible for any pension, health, or other benefits and is responsible for their own tax obligations, including federal, state, and local taxes, and unemployment insurance.

The contractor will receive an organization-staged laptop and monitors due to the nature of the contract.

Application Procedure

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

The ACLU of Michigan is committed to providing reasonable accommodation to individuals with disabilities. If you are a qualified individual with a disability and need assistance applying online, please email organizing@aclumich.org and include "Accommodation" in the subject line. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

The position will remain open until filled, but the hiring committee will begin to review applications on September 28, 2020.

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.