



Title: Organizer  
Reports to: Organizing & Political Director  
Location: San Diego  
FLSA Status: Exempt  
Salary Range: \$68,000 – \$80,000

**Position Overview**

The ACLU-SDIC seeks to hire a full-time Organizer based in San Diego, Ca. Under the supervision of the Organizing & Political Director, the Organizer will be responsible for developing close relationships with a variety of individuals and organizations representative of local communities. The Organizer will develop and execute an annual work plan designed to promote participation in local, state, and federal campaigns; build an active base of community advocates who can be mobilized to participate in meetings, rallies, hearings, and delegations; create a volunteer leadership development process that empowers the community; build relationships with community organizations, faith leaders, business leaders, donors, and new and diverse communities to advance our civil rights and civil liberties campaigns. The Organizer will work in collaboration with ACLU policy, communications, and legal staff at the affiliate and statewide level.

**SPECIFIC DUTIES AND RESPONSIBILITIES INCLUDE:**

- Develop organizing campaigns around key civil liberties and/or civil rights issues that are generated through community interest and vision, and aligned with the affiliate’s priority issue areas (Advancing Justice, Advancing Immigrants’ Rights and Advancing Racial and Economic Justice).
- Identify, cultivate, and develop 1:1 relationships with community leaders across San Diego County with an emphasis on a particular region (Central SD and South SD).
- Conduct 10-15 weekly relational meetings with volunteers, community leaders and organizational allies.
- Support a regional volunteer leadership team. Train leaders to build organizing teams with the power to win policy changes that promote immigrant justice, economic dignity and racial justice reform utilizing ACLU’s organizing model and approach to leadership development.
- Develop and conduct training for leaders and partners on effective community organizing: research meetings, team building, mobilization, advocacy, gathering signatures, power analysis, voter engagement, coalition building, structural racism, popular education, storytelling, one-to-ones, etc.
- Develop strong relationships and galvanize support of community organizations, public officials, law enforcement officers, faith leaders, business leaders, donors, and new and diverse communities for organizing campaigns.
- Represent ACLU in coalition meetings and work collaboratively on joint efforts with community organizations and coalition partners.
- Use weekly planning and tracking tools to report on goals, outcomes, and key learnings. Maintain and update leader lists, regional sign-in lists, and other data.
- Work collaboratively with an interdisciplinary team to integrate and align organizing strategies with strategic communications, policy, litigation, electoral programs, and other strategies and tactics.
- Other duties as assigned.

**QUALIFICATIONS:**

- A strong commitment to the mission and goals of the ACLU-SDIC, racial equity, dismantling white supremacy, and incorporating a structural power analysis into work.
- Knowledge and understanding of how power and oppression is manifested in matters of race, ethnicity, age, gender, sexual orientation, gender identity, gender expression, religion, ability, citizenship and socio-economic circumstances.
- Strong interpersonal communication and relationship-building skills; ability to connect with others, motivate and quickly gain trust with volunteers, staff, community members, and coalition partners.
- Growth and learning mindset: ability to take and implement feedback.
- 2 years of organizing experience (including paid or volunteer) in community/field organizing and base building for issue-based or political campaigns.
- Experience in Ballot Initiative or electoral campaigns are a plus.
- Valid automobile driver's license and working vehicle required; this position will involve extensive travel throughout San Diego County. Must be able to accommodate a variable work schedule including nights and weekends.

**Other Possible Qualifications:**

- Familiarity and experience working on issues of housing, criminal justice, or immigration
- Fluency in Spanish, Vietnamese, Tagalog, or other languages
- Experience doing integrated voter engagement work, including canvassing, phone banking, and using PDI
- Experience organizing with people who have been incarcerated, people without immigration documents, or people experiencing homelessness/housing displacement/severe rent burden
- Life experience with incarceration, being without immigration documents, or homelessness/housing displacement/severe rent burden, system impacted

**Compensation and Benefits:**

- The job includes regular evening work and some weekend work
- Salary in a range from \$68,000- \$80,000
- Excellent benefits include four weeks paid vacation; 18 office holidays; medical and dental insurance for staff members and their families; life and long-term disability insurance; and 401(k) plan with employer match.

**PHYSICAL REQUIREMENTS:** While performing the responsibilities of the job, the employee is required to exchange accurate information, detect/identify documents and the information contained in them, move between areas in and out of the office to complete their role. The employee may need to move various equipment including computer to their work location.

**What Now?**

Please submit a cover letter explaining your interest in and qualifications for the position as detailed in this announcement, a current resume, writing sample, and names and contact information of three professional references (including at least one supervisor).

[Click here to apply.](#)

*The ACLU is an equal opportunity/affirmative action employer and encourages applications from women, people of color, persons with disabilities, lesbian, gay, bisexual, and transgender individuals, veterans, and people with arrest records and/or convictions.*