

COMMUNITIES UNITED FOR POLICE REFORM

Community Safety & Budget Coordinator
Job Posting (as of 11/12/2020)

NEW POSITION: Community Safety & Budget Coordinator

Application Deadline: December 10, 2020 – Applications will be accepted until the position is filled. However, preference will be given to applications received by December 10, 2020.

About Communities United for Police Reform: [Communities United for Police Reform \(CPR\)](#) is an unprecedented campaign to end discriminatory policing practices in New York, and to build a lasting movement that promotes public safety and reduces reliance on policing. CPR runs coalitions of over 200 local, statewide and national organizations and has won significant organizing, policy and litigation victories since being launched in 2012 – including the June 2020 repeal of New York state’s infamous police secrecy law (“50-a”).

Community Safety & Budget Coordinator Position Summary: This position will work with others in CPR to develop experiments and run campaigns to reduce reliance on policing and surveillance, and redirect bloated policing budgets to core community health and safety needs. This position will help lead work to promote alternatives to police for safety, remove police from various roles, and organize for NYC budget justice that ends the decades-long defunding of low income communities of color. The ideal candidate is an effective and creative organizer who is passionate and knowledgeable about the need to reduce police size, budget, scope and power for long-term community safety and violence reduction.

RESPONSIBILITIES include:

Campaign, members and programmatic coordination - Working closely with relevant staff, members and partners:

- Coordinate CPR processes to identify, build consensus, and win campaigns to advance relevant policy and organizing solutions to reduce violence and police surveillance, strengthen non-police health/safety strategies; and remove police from areas including schools, youth outreach, mental health response, substance use response, homeless outreach, and hate violence prevention. This includes:
 - Coordinate and facilitate meetings, decision-making processes, campaigns, trainings, events and actions with CPR members and partners to expose police violence and decrease reliance on police.
 - Build working relationships with elected officials and policymakers to advance CPR’s goals and priorities
- Help coordinate relevant CPR coalitions with organizations in a wide range of sectors to:
 - Mobilize and build a broad base of support for community safety strategies that reduce reliance on policing and surveillance
 - Develop and advocate for shared cross sector goals and new public programs that build community safety and directly uplift and support communities most impacted by police violence, systemic racism and other intersecting inequalities.
- Coordinate research, assessments and creation of public education, training and organizing tools related to New York city and state budgets to inform evolving campaign strategy to redirect funds from policing to public infrastructure, programs and services.

Other responsibilities

- Collaborate with other staff and members to ensure strong cross-area coordination throughout the campaign, including participation in communications, development & other CPR-wide priorities.
- Represent CPR at external meetings and events, as requested to advance priorities.
- Share infrastructure/administrative responsibilities with other staff.

Qualifications and Skills of Ideal Candidate

- **Passion for and knowledge of racial/other justice movements, police accountability issues, and demonstrated commitment to the vision and values of CPR.** Knowledge of key issues, and relevant movement/policy landscape, commitment and demonstrated experience working with diverse low-income communities of color directly affected by discriminatory and abusive policing.
- **5 years experience developing and leading successful and impactful campaign(s)** (e.g. policy reform, community organizing, and/or civic engagement campaigns), with strong base-building and coalition-building experience across sectors, issues and communities. Demonstrated experience supporting and developing grassroots leaders and working effectively with various sectors, including elected officials. Familiarity and experience with New York city/state police accountability, political and social justice movement landscape preferred.
- **Strong proficiency with analysis of New York municipal and state budget** and strong grasp of municipal and state budget processes, including opportunities for public influence. Knowledge of NYPD and state policing budgets preferred.
- **Track record of inspiring creative projects and demonstrated program planning, implementation and evaluation experience.**
- **Strong interpersonal communication, facilitation, training, and supervision skills**, including: experience leading teams and groups to consensus decisions and collective action; ability to understand and act on complexities of group/coalition dynamics; experience training groups of 30 -100 people; experience recruiting, retaining and supervising volunteers.
- **Excellent writing, research, analytical, and public communications skills**, including: demonstrated ability to analyze issues, think strategically, assess power and opportunity, and communicate complex issues clearly to a variety of audiences; experience and comfort with speaking publicly; ability and track record of writing well, quickly, and within deadlines.
- **Excellent organizational skills:** creative, results and detail-oriented, and able to manage and prioritize multiple responsibilities within deadlines.
- **Demonstrated fiscal and fundraising skills preferred.**

Compensation and Schedule: This is a full-time salaried position, temporary status through December 2021. Salary range for this position currently starts at \$52,000, with salary commensurate with experience and qualifications. Generous benefits package, including full medical, dental, and vision, commuter benefits and paid time off. Most work will be during business hours, but schedule varies based on activities of the campaign, and will require working evenings and weekends, as needed.

How to apply: Applications will be accepted until the position is filled. However, **preference will be given to applications received by December 2, 2020.** Please send your resume, a cover letter, 1-2 writing samples (no more than 5 pages each), and contact information for three professional references to jobs@changethenypd.org. Include the position title: "Community Safety & Budget Coordinator" in the email's subject line. No phone calls please. We appreciate all applicants, but please be advised that we can only respond to those we intend to interview. For more information about CPR, please visit our website at www.changethenypd.org

Communities United for Police Reform (CPR) is an Equal Opportunity Employer and does not discriminate on the basis of race, creed, sexual orientation, gender identity, age, ethnicity, national origin, religion, or disability.