

**NEW TEMPORARY POSITION:**  
**Program Associate: Research & Organizing**

*Position term: Full-time, temporary position through December 2021*

**Application Deadline: December 2, 2020** – Applications will be accepted until the position is filled. However, preference will be given to applications received by December 2, 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”).

**Program Associate: Research & Organizing — Position Summary:** This position will work with others in CPR to coordinate a major participatory action research project looking at NYC safety and policing, and build research and organizing related to the impact of policing in the NYC and NYS budgets. The ideal candidate is a strong organizer and research whiz skilled at analyzing data and government budgets with a racial equity lens, is able to translate and communicate findings in a strategic way, and is experienced in using data to move people to action.

**RESPONSIBILITIES** include:

**Participatory Action Research Project Coordination (45%)**

Manage research, public education and organizing related to CPR’s participatory action research project, including:

- Coordinate meetings, preparation, decision-making & work of the project leadership team;
- Coordinate meetings and input from other project stakeholders and partners
- Coordinate integration of public education and organizing in research sampling methods
- Help ensure integration of CPR priorities in research and research in CPR’s implementation of priorities

**Budget research and organizing (45%)**

Working closely with other relevant CPR staff, members and partners:

- Coordinate and conduct research, analysis and writing related to policing in the NYC and NYS governmental budgets.
- Manage budget campaign-related actions, trainings and events, as requested.
- Help to staff and coordinate CPR’s Alternatives & Budget working group and #NYCBudgetJustice/#DefundNYPD campaign, including coordination of relevant CPR members and partners

**Other responsibilities (10%)**

- 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 necessary 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, including youth, LGBT and gender nonconforming people, homeless people, immigrants, Muslim communities, women, and people with disabilities.

- **3 years experience leading parts of 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.
- **Demonstrated experience with qualitative and quantitative research, and governmental budget analysis.** Research coordination experience preferred.
- **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 facilitating groups of up to 50 people; experience recruiting, retaining and supervising volunteers.
- **Excellent writing, research and public communications skills**, including: demonstrated ability to analyze issues, think strategically, 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.

**Compensation and Schedule:** This is a full-time salaried position, temporary status through December 2021. Salary range for this position currently starts at \$50,000, 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](mailto:jobs@changethenypd.org). Include the position title: "Program Associate" 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](http://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.*