

**JOB ANNOUNCEMENT  
ORGANIZER**

*Deadline to apply: The position will be open until filled. Preference given to applications received by Monday 5/5/2014.*

**About Communities United for Police Reform (CPR):** [Communities United for Police Reform \(CPR\)](#) is an unprecedented campaign to end discriminatory policing practices in New York City, and to build a lasting movement that promotes public safety and policing practices based on cooperation and respect – not discriminatory targeting and harassment.

**Organizer Position Summary:** The Organizer will work with other staff, members, partners, and supporters to build and implement plans that advance the campaign's public policy, public education and organizing objectives for police accountability. In addition to supporting key areas of the campaign, this position will also work on special projects that advance the overall campaign (e.g. help to coordinate grassroots participation in the joint remedies process of the *Floyd v New York* case that ruled New York City's stop-and-frisk practices unconstitutional). As a member of a small staff team, the ideal candidate is an experienced organizer who is committed to CPR's issues, flexible and effective in a fast-paced and evolving environment, and has a great sense of humor.

**RESPONSIBILITIES**

**Membership Coordination** – including coordination of relevant meetings, agendas, materials, logistics in areas that include:

- **Members and Supporters Coordination.** Work with the Director of Organizing to develop and implement systems and strategies to ensure that CPR's institutional membership, supporter base and partners are informed and engaged in major campaign activities; work w-other staff to ensure strong internal communications across campaign areas; and engage new partners, as prioritized by the Steering Committee and senior staff.
- **Working Group/Committee Coordination.** This position will coordinate 1-2 standing committees to advance campaign-wide strategies. This includes working closely with staff and committee chairs to support the campaign's community engagement strategies with directly affected communities through the coordination of Know Your Rights, Cop Watch, and other activities; and ensure that related campaign activities are moving forward in a timely fashion and in coordination with other areas of the campaign.
- **Events and campaign-wide projects.** Work w/other staff and relevant committees to provide additional coordination and logistical support for major campaign activities (e.g. turnout and logistics coordination for major campaign actions, events and meetings).
- **Special projects.** In the first year of this position, this is expected to include coordination of CPR's involvement in the *Floyd v. City of New York* stop-and-frisk Joint Remedies Process, working directly with CPR member organizations and partners to impact the development of an inclusive, community-based process and structure for the *Floyd v New York* joint remedies process; help to support and amplify the role and priorities of affected communities in influencing development (and evaluation of compliance) of stop-and-frisk reforms; coordinate meetings, agendas, logistics.

**Other Responsibilities**

- **Communications & materials development.** Work with staff, relevant working groups and others to coordinate development of multi-media public education materials.
- **Volunteer and intern coordination.** Recruit, coordinate and supervise campaign volunteers and interns, for campaign priority areas.
- **Share infrastructure/administrative responsibilities with other staff;** participate in staff and other campaign meetings, as requested.

# COMMUNITIES UNITED FOR POLICE REFORM

CPR Organizer  
Job Announcement (as of 4/2/14)

## Qualifications and Skills of Ideal Candidate

- **Passion for/knowledge of police accountability issues**, and demonstrated commitment to the vision and values of CPR. Knowledge of key issues, commitment and demonstrated experience working with/organizing diverse communities directly affected by discriminatory policing, including: communities of color, low-income people, youth, LGBT people, homeless people, immigrants, women, and people with disabilities. Experience conducting Know Your Rights trainings and monitoring/documenting police abuse (aka Cop Watch) preferred.
- **At least 5 years experience as an organizer**, with experience building a growing base, developing and implementing successful community organizing campaigns, and developing member leadership. Some familiarity and experience with NYC social justice movement landscape preferred; experience leading alliance/coalition work preferred.
- **At least 5 years experience as a trainer in relevant topics, and excellent facilitation skills**, including: curriculum development, facilitating decision-making meetings while building consensus. Experience providing technical assistance to grassroots groups preferred.
- **Excellent writing and communications skills**, including: demonstrated ability to analyze issues, think strategically, and communicate complex issues clearly to a variety of audiences; ability and track record of writing well, quickly, and within deadlines.
- **Excellent interpersonal communication and supervision skills**, including: experience leading and working well in teams; ability to understand and act on complexities of group/coalition dynamics; experience recruiting, retaining and supervising volunteers/interns.
- **Understanding of, and flexibility in, a small team, fast-paced environment and excellent organizational skills:** creative, results and detail-oriented, and able to manage and prioritize multiple responsibilities within deadlines.
- **Proficiency in basic graphic design** (Photoshop, Illustrator, InDesign) preferred.

Position Reports to: Director of Organizing

**Compensation and Schedule:** This is a full-time salaried position. Salary commensurate with experience and qualifications. Generous benefits package. 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:** As pdf attachments, please send your resume and a cover letter to [jobs@changethenypd.org](mailto:jobs@changethenypd.org). Cover letter should include 2-3 online links to relevant sample work, and contact information for three professional references. In the email's subject line, include the position title: "Organizer". The position will be open until filled. Preference will be given to applications received by 5/5/2014. 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.*