

**NEW POSITION ANNOUNCEMENT:
DIRECTOR OF CAMPAIGNS & PROGRAMS**

Application Deadline: Applications will be accepted until the position is filled.

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, 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”).

DIRECTOR OF CAMPAIGNS & PROGRAMS Position Summary: This new senior-level position will oversee CPR’s organizing and program areas, and will help build and lead winning campaigns and programs to advance CPR’s goals and priorities –including broadening our base of support and strengthening our impact through organizing, policy and civic engagement campaigns. The ideal candidate is a big picture visionary with the ability to move detailed plans and multiple tactics - a seasoned organizer, coalition-builder and skilled manager, with deep roots in racial and other justice movements; bold in vision and laser-focused on winning; effective at building collective analysis and strategy skills; and passionate about CPR’s mission, goals and developing the leadership and power of communities most impacted by abusive policing in New York.

RESPONSIBILITIES include:

Campaigns & Programs Oversight– Oversee development, implementation, coordination, monitoring and adjustment of CPR organizing, policy and civic engagement campaigns and tactics, including:

- Help design & refine over-arching campaigns, coalition-building, strategies and tactics to build power, win change, educate, and change the public narrative on policing and safety.
- Work closely with campaign leadership and staff to build collective skills to identify, execute and reflect on strategic action in moments of opportunity in order to advance CPR’s long and short-term goals; and identify and trouble-shoot obstacles and shifting conditions.
- Lead organizing and program staff to build broad-based coalitions, strategic alliances and public/political education efforts that expand the base of support for CPR’s goals and priorities.
- Lead organizing and program staff to effectively develop, monitor and adjust annual work plans, campaign plans and event/action plans with coalition members and partners.
- Coordinate integration of various tactics in CPR’s overall campaigns, as strategic, including: community organizing, direct action, public education, training, art & cultural work, policy advocacy, litigation and legal defense, strategic communications, and civic engagement.

Program Infrastructure, Planning & Management

- In collaboration with the Director and others, develop, implement and monitor comprehensive annual and multi-year program plans and budgets to advance CPR’s priorities.
- Strengthen and implement systems to engage members, partners, key sectors, and supporters in campaigns and program work to advance CPR priorities; and strengthen and oversee systems to support recruitment, expansion, development, coordination and consolidation of voting member groups and their representatives, including orientations of new member representatives and identifying relevant policing and other trends experienced across organizations.

- In conjunction with other relevant leadership and staff, identify core needs and implement training, technical assistance, and CPR-wide political education to advance core priorities.
- Work closely with relevant staff to ensure timely and effective internal and public communications to advance CPR priorities.
- Work closely with relevant staff to coordinate fundraising for campaign and programmatic needs, including drafting reports and materials for fundraising proposals and appeals.

Other responsibilities

- Build and strengthen partnerships, especially with key sectors outside of CPR's voting membership
- Represent CPR's values and priorities externally and help prepare CPR members to similarly represent CPR.
- Share infrastructure/administrative responsibilities with other staff, as needed.

QUALIFICATIONS & SKILLS OF IDEAL CANDIDATE

- **Demonstrated experience and commitment to building racial/other justice movements and commitment to the vision and values of CPR.** Knowledge of key issues and demonstrated experience working with diverse low-income communities of color directly affected by abusive policing.
- **Seasoned campaigner, committed to long-term movement-building – 8-10+ years leading and managing successful multi-year organizing campaigns and efforts,** including community organizing, policy advocacy and/or civic engagement campaigns with strong direct action experience, robust leadership development and effective coalition-building.
 - **Creative and bold strategist & tactician** – Demonstrated experience assessing and acting creatively and swiftly on shifting conditions to advance campaigns. – and demonstrated experience integrating policy, legal, research, strategic communications and other tactics in organizing campaigns.
 - **Excellent facilitator and trainer** with strong political education roots and interpersonal and conflict transformation skills. Demonstrated experience understanding and effectively acting on complex group and coalition dynamics.
 - **Proven experience coordinating communications strategies within campaigns;** strong understanding of relevant NYC and national media.
 - **Familiarity and track record working with** a wide range of organizations including, grassroots, community-based, legal, policy, faith, labor and social service organizations.
 - Successful track record cultivating accountable working partnerships with policy makers and elected officials preferred.
- **Strong program management experience,** including 8+ years in program development, implementation, evaluation, budgeting, fiscal management, and fundraising.
 - At least 5 years' experience recruiting, retaining and supervising staff and volunteers.
 - Detail-oriented, results-driven, excellent time/project management and demonstrated track record managing multiple programs within deadlines and with grace and humor.
- **Deep familiarity and expertise in police accountability, criminalization, community safety and racial/other justice movement issues and landscape.** Strong proficiency and knowledge of policy, litigation and legal landscape related to policing preferred.
- **Excellent communicator,** with excellent writing, research and speaking skills. Proficient in Microsoft Office applications, database programs and social media platforms.

Position Reports to: Director

Compensation and Schedule: This is a full-time salaried position. 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 regular 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 position is filled; 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: "Director of Campaigns & Programs" in the email's subject line. No phone calls please. We appreciate all applicants. 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.