



National Co-Organizer Job Description

The Formerly Incarcerated Convicted People and Families Movement (FICPFM) is a network of over 50 human rights organizations, led by people with criminal records, committed to transforming the criminal justice system by finding alternatives to criminalization, restoring the rights of those previously criminalized by the system, and working toward a society where prisons do not exist.

The FICPFM network is seeking a driven, inspired, and energetic National Organizer to help launch an inaugural campaign designed to grow and strengthen the network by: (1) consolidating and interconnecting political power through civic engagement activities; (2) organizing and mobilizing network organizations for policy change and (3) shift American culture towards inclusive language regarding people and families with criminal records. We will do this by focusing on citizenship, and democracy, and continuing the legacy of civil rights struggles with directly impacted people in the center of national leadership.

The National Organizer will work with FICPFM organizations to mobilize directly impacted communities across the country in support of civic engagement and advocacy campaigns to end mass incarceration policies. The ideal candidate is an experienced organizer who has led grassroots, policy, and advocacy campaigns. This position will involve connecting organizations, campaign leaders, and organizing formerly incarcerated leaders from across the United States into a powerful force for change while assisting in the development and managing of innovative campaigns in cities across the country. This position will report to the FICPFM National Director and other staff as needed.

Major Responsibilities include:

- Work in unison with the FICPFM organizations to develop and execute strategies for national criminal justice reform on key policy platforms: ban the box, re-enfranchisement and civic engagement, law enforcement, and prosecutorial accountability, and bail reform
- Develop, launch and help coordinate multiple campaigns in different jurisdictions across the country
- Prepare organizing materials and issue updates needed to implement issue campaigns
- Provide technical and organizing support for various civic engagement campaigns in various states
- Lead in creating a civic engagement campaign toolkit around FICPFM policy platform areas
- Work to build a base of directly impacted constituents for mobilization and movement building
- Develop and implement organizing curricula for new organizations and members by creating and conducting webinars, in-person trainings, and regional meetings to build a directly impacted base of people and organizations
- Cultivate and drive outreach efforts to build FICPFM membership and identify leaders within the supporter and member network
- Assist in maintaining a national database of activists, organizations, and key contacts dedicated to addressing criminal justice reform
- Identify, measure, and track the growth of the network for reporting purposes
- Experience working with and ability to train on VAN (SmartVAN), Hustle Texting, and other civic engagement and outreach tools.
- Other duties as assigned

Knowledge, Skills, and Abilities:

- 3 to 5 years of community organizing experience is strongly preferred
- Deep knowledge of and interest in criminal justice reform, including a serious commitment to ending mass incarceration Ability to develop leaders and employ grassroots strategies for social change
- Proven ability to work with a large and diverse cross-section of populations and a commitment to anti-racism and leadership centered on directly impacted communities. Respect for differences -- race, ethnicity, class, sexual orientation, and gender.
- Ability to work on coalition-based campaigns to affect national policy change
- Ability to collaborate with remote staff and/or volunteers
- Ability to supervise staff, interns, or volunteers

- Ability to develop relationships with community leaders around the country and collaborate on community-driven policy reform
- High energy, strong interpersonal, public speaking and problem-solving skills
- Strong organizational skills, follow up and follow through and flexibility around changing priorities and deadlines
- Strong analytical and strategic thinker
- Excellent personal organization, time management, and planning skills.
- Ability to work on several campaigns at once in conjunction with other staff
- Ability to work independently as well as in coalition; to work well under pressure; and to adapt to changing situations on a daily basis.
- Proficiency in Microsoft Suite
- Excellent written and oral communication skills.

Salary commensurate with experience. Competitive benefits. FICFPM is an equal opportunity/affirmative action employer. All qualified applicants will be considered for employment without unlawful discrimination based on race, color, creed, national origin, sex, age, disability, marital status, sexual orientation or identity, military status, prior record of arrest or conviction, and citizenship status or current employment status. Formerly incarcerated and convicted people are encouraged to apply.

**All qualified applicants please
send a Cover Letter & Resume
to info@ficpfm.org.
by June 15th, 2022.**

Note: Include "National Organizer" in your subject line.