

ACLU-NC Racial Justice Project Director Job Announcement - April 9, 2007

The American Civil Liberties Union of Northern California (ACLU-NC) seeks a dynamic advocate to serve as Director of our Racial Justice Project. Established in 1998, the ACLU-NC's Racial Justice Project uses a combination of legal, policy and legislative advocacy, public education and organizing strategies to advance the cause of civil liberties and civil rights for communities of color. The Project has waged campaigns on a range of issues and engaged in both local and statewide advocacy efforts, with particular focus on educational inequities and racial bias in the criminal justice system.

THE OPPORTUNITY:

This position provides a unique opportunity for experienced candidates who are passionate about racial justice and committed to impact-oriented civil rights work. As the largest regional affiliate of the ACLU, the ACLU-NC has fully-staffed legislative, legal, policy, organizing, communications, youth activist and development departments and uses these considerable combined resources in pursuit of its strategic objectives. In addition, the ACLU has made a significant commitment—both in Northern California and throughout the nation—to expanding the scope and effectiveness of our racial justice work. The position represents a timely opportunity to pursue an ambitious racial justice agenda in an already strong and highly-visible organization with unique resources and a talented multi-dimensional staff.

THE POSITION:

The Racial Justice Project is part of our Policy Department, along with the Police Practices and Death Penalty policy programs. The RJP Director reports to the ACLU-NC's Associate Director and works in active collaboration with all departments of the ACLU-NC.

The Director is expected to lead efforts focused on litigation, legislative and administrative advocacy, media and grassroots public education, community organizing, public speaking, program development and other campaign-based activities. The Director will be encouraged to identify, lead and carry out the particular program activities and strategies best suited to the objectives and opportunities selected by the Project.

QUALIFICATIONS:

Essential:

- Law school graduate;
- Strong leadership skills. Demonstrated deep commitment to racial justice and civil rights;
- Ability to form and articulate a strategic vision for effective racial justice advocacy;
- Substantial professional experience in racial justice or civil rights advocacy ;
- Demonstrated ability to take initiative, think creatively, and work both collaboratively and independently;
- Excellent communications skills, both oral and written;
- Strong interpersonal skills, including ability to motivate and interact effectively with people from different racial, social and economic backgrounds

Preferred:

- Litigation experience developing civil rights cases;
- Lobbying experience;
- Experience as public and media spokesperson;
- Experience leading successful issue-based campaigns;
- Track-record of success and achievement as an advocate;

Political sophistication;
Management experience, including supervising staff and managing budgets;
Personal enthusiasm and optimism for racial justice advocacy;
Sense of humor;
Demonstrated level of persistence, determination, and devotion to the cause of racial justice

COMPENSATION:

Salary based on experience. Very generous and comprehensive benefits include four weeks paid vacation; medical, vision and dental coverage for staff members, their dependents and domestic partners; life and long-term disability insurance; and pension.

ABOUT THE ACLU-NC:

The ACLU of Northern California (ACLU-NC) is the largest regional affiliate of the American Civil Liberties Union, a nationwide, non-profit, non-partisan membership organization dedicated to the protection and expansion of civil rights and civil liberties. The ACLU-NC has 55,000 members (of 600,000 nationwide), 18 all-volunteer local chapters, and a staff of nearly 50, including a Legislative Office in Sacramento.

TO APPLY:

Please submit a resume and a cover letter describing your interest in the Racial Justice Project Director position to Maya Harris, Executive Director, ACLU-NC, 39 Drumm Street, San Francisco, CA 94111 or email HR-RJP@aclunc.org.

The ACLU-NC is proud to be an affirmative action employer. All people of color, women, persons with disabilities, and persons who are lesbian, gay, bisexual, transgendered or intersex are particularly urged to apply.

Maya Harris
Executive Director
ACLU of Northern California
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