



## **We're Hiring!: Part-Time Organizing Fellow, Richmond, VA**

SONG is looking for one or two part-time organizing fellows to help advance and lead our Free From Fear Campaign to end money bail and pretrial detention in Richmond, VA.

### ***More about SONG's Free From Fear campaign in Richmond, VA:***

Members in Richmond are following suit with regional conditions and continuing to fine tune their local demands to address and end biased policing and racial profiling. They have developed a campaign to create a Community Review Board (CRB) in the city of Richmond, starting with winning more data transparency with the police department. SONG recently launched a regional demand to end money regional across the South, Richmond is working to shift to focus to make interventions on the bail system.

### ***What you would do as a SONG Organizing Fellow in Richmond, VA:***

- Plan and facilitate SONG member leader campaign meetings twice a month
- Co-develop and bottom-line execution of campaign plan and strategy with SONG staff and member leaders
- Build base and collect stories
- Co-develop and help run community events and develop relevant materials
- Support and execute media and communications work with SONG staff and member leaders
- Recruit, retain and build the SONG crew
- Maintain current coalitional relationships
- Work towards developing new coalitions and partnerships around bail system

### ***What we are looking for in you:***

- Deep desire to learn grassroots community organizing and facilitation
- Desire and willingness to engage a variety of stakeholders including grassroots people, judges, administrators and elected officials
- Good attitude and good communication skills
- Strong demonstrated work ethic
- Willingness to talk to strangers and people that don't look like you, walk like you, talk like you etc. [ability to build across race, class, gender]
- Good and demonstrated follow-through
- Ability to work independently



- Some experience helping build and/or maintain teams and groups of people
- Currently based in Richmond, VA

A big part of SONG's vision is the idea that people must speak for themselves. We strive to make our hires a reflection of this. In order to be accountable to those we work with, the leaders we support must be a part of the communities we are based in. Therefore, transgender, lesbian, gay, bisexual, queer, same-gender loving, two spirit, gender non-conforming, working class, Black people, people of color, rural, and immigrant people, as well as formerly incarcerated people are all **strongly** encouraged to apply. Priority will also be given to SONG members and political family.

***What you would get:***

- Link up into a SONG Regional Fellowship Program
- Connection and leadership development with other LGBTQ folks running Free From Fear Campaigns throughout the South
- Nitty gritty campaign development experience
- Facilitation, direct action, event planning and community organizing skills
- \$15/hour plus a cell phone stipend
- 10-20 hours a week based on your availability, capacity, other work, number of fellows etc.
- Length of contract will be 1 year with possibility to extend
- Position open until filled.

***Ready to apply?***

To apply for this position *please send answers to the following questions* as an attached Word document (.docx) to: **takeaction@southernersonnewground.org** with **“Richmond, VA Organizing Fellow”** in the subject line. Applications will be accepted on a rolling basis but priority will be given to those who send in their application by **Friday, February 16th, 2018.**

*Please include a resume, a one-page cover letter, and two references of people you have worked with closely. In addition, please answer the following questions:*

1. Why are you interested in working with SONG and what do you feel you can learn from working with SONG?
2. SONG is moving a regional demand to end money bail across the South, what specific strategies would you use to advance this campaign forward in Richmond (ex. direct actions, policy changes, etc.)?



3. What community organizing and campaign organizing experience do you have?
4. Please look at the "What Are We Looking For In You" section. How do you feel you meet this criteria and what specific skills can you offer?

*SONG is an Equal Opportunity Employer and does not discriminate on the basis of race, creed, color, gender/ gender identity/ gender expression, age, ethnicity, national origin, sexual orientation, religion, HIV status, disability, background, having been incarcerated or marital status*