



**SOUTHERNERS ON NEW GROUND  
CAMPAIGN AND STATEWIDE ORGANIZER JOB DESCRIPTION**

*Tennessee*

*Southerners On New Ground (SONG) is a regional Queer Liberation organization made up of people of color, immigrants, undocumented people, people with disabilities, working class and rural and small town, LGBTQ people in the South. We believe that Community Organizing is the best way for us to build collective power and transform the South.*

**SONG's FREE FROM FEAR CAMPAIGNS**

*Free From Fear is SONG's pledge to a wider collective movement commitment to fight and defeat fear and violence our towns, cities, region, and country that stems from state and institutional violence. Our political strategy looks like:*

- *Strengthening SONG's campaign muscle by fighting for policy reforms*
- *Build out our community defense work*
- *Build a united front in SONG's organizing with other communities*
- *Regional actions to demonstrate SONG's VISION of abolition in action and our regional strength*
- *Support SONG's members & member-leaders better and focus our organizing work to be more effective*

SONG's Campaign and Statewide Organizer, based in Tennessee, will have both general regional work responsibilities - base-building and grassroots organizing responsibilities – and Free From Fear campaign-specific responsibilities across the state of Tennessee.

**TITLE:** Campaign and Statewide Organizer

**HOURS:** 40 Hours per week

**REPORTS TO:** Lead Regional Organizers

**POSITION SUMMARY:** Grounded in SONG's mission, vision, and theory of change, the Campaign and Statewide Organizer position will work collaboratively with SONG's organizing team, members, and member-leaders to develop political strategy, coordinate, run, support, offer technical assistance to, and evaluate SONG's community organizing and campaign work.

This position will also require frequent travel, mostly throughout the state and also some regional travel throughout the South.



## **Responsibilities Include:**

### **Grassroots Organizing & Campaign Development**

- Working closely with SONG's regional organizing team to develop political strategy and coordinate Free From Fear campaign in Nashville, TN; serve as a liaison between SONG's staff and members and member-leaders in developing and existing chapters across the state of Tennessee.
- The Campaign and Statewide Organizer will be primarily responsible for the external coordination and communication of SONG's political strategy, goals, opportunities, challenges, and victories as relates to the local campaign work in Nashville, TN and developing campaigns across the state.
- The Campaign and Statewide Organizer will support the SONG member-led campaign team in Nashville, TN in planning and developing campaign strategy, tactics, outreach & mobilization.
- Participate in regional and national alliances and coalitions as appropriate
- Facilitate and plan logistics for meetings, actions, etc.
- Develop and maintain relationships with movement leaders and other relevant community organizations within the state of Tennessee
- Rapid response mobilization and support to SONG's membership as needed

### **Base-Building, Leadership Development & Training**

- Develop individual and organizational relationships with local SONG members and member-leaders through ongoing communication that grows their capacity to organize
- Facilitates skills-based organizing trainings, regular check-ins, and facilitating membership convenings
- Planning large scale events & trainings
- Develop and facilitate relevant organizing tools and political education curriculum
- Coordinate and develop outreach/recruitment plan for new SONG members

### **Administrative Responsibilities:**

#### *Operations:*

- Staff meetings and calls
- Operational systems and communications
- Work planning and adherence
- Staff development and evaluations
- Evaluation and Documentation
- Database Management

#### *Fundraising (responsibilities may vary)*

- Developing content and progress reports on moving work for grant reports
- Donor cultivation
- Fundraising events
- Monthly Donor Drive



**Qualifications:**

- Commitment to SONG's organizational mission, vision, history, theory of change, political strategy
- Proven ability to work within and across multi-racial, multi-ethnic, multi-gendered, and intergenerational communities
- Experience developing and leading grassroots community organizing public pressure campaigns
- Excellent interpersonal and communications skills and comfortable navigating with public officials, media, and community leaders with various beliefs and backgrounds.
- Direct action grassroots campaign organizing experience
- Strong conflict-resolution skills
- Event and action planning skills
- Strong facilitation skills for small to large groups
- Experience in leadership development, skill transfer and decision-making among community members
- Experience in program development, implementation and evaluation
- Skilled at basic office software: word processing, spreadsheets
- Ability to work flexible hours, including evenings and weekends

**Desired But Not Required :**

- Supervisory experience within a community-based organization,
- Coalitional experience
- Strong public speaking skills
- Skills in communications and media relations
- Skills in cultural work, healing work, and art-making as connected to social change
- Multilingual (more than one language) skills in interpretation and facilitation, especially Spanish to English

**SONG's Commitment to & Expectations of New Hires:** SONG's commitment to the new hire is, at its core, a political commitment. We are committed to a working exchange between SONG and new hires that are useful for both parties. The Campaign and Statewide Organizers will work as part of an organizing staff team where each person has a direct supervisor, intense leadership development as an organizer, and on-going support.

**Compensation:** SONG's Full Time Employee rate at \$50,000/year, with healthcare benefits. This is a permanent position upon completion of a six month probationary period. A two year commitment is preferred.



**To apply:** Please send cover letter, resume, and three professional references to [hire@southernersonnewground.org](mailto:hire@southernersonnewground.org) by Friday, August 23, 2019. Please put **TENNESSEE CAMPAIGN AND STATEWIDE ORGANIZER POSITION** in the subject line.

*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.*