



Democracy Done Right Organizer

Position Status: Part-time (15-25 hours/week), temporary
Compensation: \$20.00 - \$22.00/hour
Location: Miami, Florida
Reports to: Director of Organizing and Advocacy

ABOUT ENGAGE

Engage Miami builds civic equity and power through voter activation, civic education, leadership development, and local and state issue organizing. We center young voters and leaders ages 16-35, building young people's political power in majority Black and Latinx communities. Our mission is to build a more just, democratic, and sustainable Miami by developing a local culture of civic participation for young people that is bold, creative, and impactful.

JOB DESCRIPTION

Engage Miami seeks a Democracy Done Right (DDR) Organizer to build the power of young people, support the Young People's Policy Priorities, and help drive Engage's work to advance real solutions to critical local issues, such as making voting and civic participation more accessible. The DDR Organizer will primarily be responsible for an outreach, education, and mobilization campaign in Miami-Dade County to activate action and awareness around local redistricting at the municipal, school board, and county level. This position is through 2021, with the potential to extend in 2022.

Core responsibilities will include:

Research and Campaign Planning - 30%

- Research the process and history of county-wide and municipal redistricting to inform campaign strategy and workshop development
- Attend coalition meetings on local redistricting and build relationships with partners working on the issue
- Attend local county and municipal committee and board meetings on redistricting to stay updated on the current process
- Lead in executing outreach and organizing strategy for redistricting and other Democracy Done Right campaigns and actions
- Support development of an educational campaign, including development of in-school workshops and materials

Organizing and Outreach - 60%

- Plan, coordinate, and implement community events providing an overview of the importance, process, history, and impact of local redistricting in different regions of the county
- Support and train members and campus fellows on redistricting for campus and community outreach
- Conduct text and digital mobilization for educational programming, event recruitment, and other calls to action
- Assist Communications Manager in development of traditional and social media materials which may include but are not limited to, Instagram posts, letters to the editor, and press releases



Other Duties: 10%

- Track event participation, objectives, and outcomes
- Track digital outreach metrics
- Assist in development of ongoing reports
- Support other DDR projects that advance the Young People's Policies Priorities
- Other duties as assigned

QUALIFICATIONS

- Experience working in advocacy, organizing, or local issues
- Knowledge of organizing basics and experience with tactics such as canvassing, 1:1s, campaign planning, trainings
- Knowledge of local civic institutions and the political landscape, and ability to communicate and explain to others
- Commitment to mission: belief in Engage's work and advancing social justice as well as enthusiasm for working in a young-people centered environment
- Applicants should be self-motivated, resourceful, well-organized and accountable, while bringing a sense of humor and fun to their work
- Openness to constructive feedback, a hunger for continuous learning and growth, and willingness to adapt to ensure the strongest outcome possible.
- Proactive problem-solving, able to think ahead, troubleshoot potential problems, seek solutions, and help the team meet their goals, with thoughtful communication about issues as they arise.

Nice to Haves

- Experience working on local or state redistricting or other democracy and voting rights issues
- Formal education background in political science, public policy, education, psychology, or other fields relevant to local advocacy and organizing
- Already connected to Miami-Dade political and progressive non-profit scene

Individuals who are Black, indigenous, and people of color, individuals with disabilities, and LGBTQ+ individuals are strongly encouraged to apply. All ages are encouraged to apply. Engage Miami is an equal opportunity employer. Qualified applicants are considered for employment without regard to age, race, color, religion, sex, national origin, sexual orientation, gender identity, disability, veteran status, or any other class protected by law. Assistance and/or reasonable accommodations during the application process are available to individuals upon request.

To apply, email a cover letter, explaining why you're interested and why you would be a strong DDR Organizer, and resume to hr@engage.miami with the subject line 'DDR Organizer Application'.

Priority deadline for review and invitation to interview is September 30, 2021. Applications will continue to be accepted until October 8, 2021 or until position is filled.