American Civil Liberties Union of Florida
Mid-Florida Regional Office
Regional Organizer (Spanish language fluency required)

Position Description

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The American Civil Liberties Union of Florida (ACLU of Florida) seeks a Regional Organizer who is fluent in Spanish (reading, writing and speaking) to coordinate the ACLU’s outreach efforts on a variety of civil liberties issues and to lead a project to advance support for LGBT rights in Hispanic/Latino communities throughout the central part of Florida.

The American Civil Liberties Union of Florida is freedom’s watchdog, working daily in the courts, legislatures and communities to defend individual rights and personal freedoms guaranteed by the Constitution and the Bill of Rights. The position will be based in the ACLU of Florida’s Mid-Florida Regional Office in Tampa and is responsible for organizing civil liberties activities across the middle part of the Florida, from Tampa Bay to Orlando.

The Regional Organizer will report to the Director of Policy & Advocacy, who is based in the Miami office, and will work with a team of policy and advocacy staff throughout the state to advance ACLU priorities. The ideal candidate is a strategic thinker, goal oriented, and has the ability to motivate community members and decision makers alike. S/he is also a team player, flexible and manages his or her time effectively.

Primary Responsibilities

The Regional Organizer will:

- Organize regional events and activities to advance the ACLU’s local, state and national policy priorities, including but not limited to immigrants’ rights, voting rights, criminal justice reform, racial justice, women’s rights, and LGBT rights. Using goal-oriented integrated advocacy, this position will target central Florida’s decision makers to pass laws and policies that protect civil rights and civil liberties;

- Specifically coordinate the ACLU of Florida’s regional efforts to:
  - Design and implement grassroots strategies to inform and engage Hispanic/Latino communities about the need for civil rights protections for LGBT individuals in the workplace, focusing on Hillsborough and Orange counties;
  - Design and implement a program to encourage more inclusive public policies in Hillsborough County and capitalize on existing momentum for LGBT rights in Orange County. Working closely with the ACLU of Florida Communications Department, use carefully crafted messaging and messengers in a campaign that will increase awareness in Hispanic/Latino communities about the discrimination that occurs in employment and
housing, and engage local communities in the statewide movement to advance LGBT equal treatment;

- Occasionally serve as a spokesperson at community gatherings and to press as needed;
- Identify, engage, and partner with allied organizations, especially in Hispanic/Latino and other diverse communities to advance ACLU policy objectives;
- Operate as a part of the ACLU of Florida’s integrated advocacy team consisting of legal, communications, development and policy experts, and
- Perform additional duties as assigned.

Qualifications

- a Bachelor’s degree or equivalent experience and a minimum of one year experience with organizing and grassroots mobilization;
- experience successfully implementing a local, state or federal advocacy campaign, including the ability to understand, articulate and maneuver government and power structures in order to successfully change policy;
- a familiarity with issues that affect LGBT communities;
- a demonstrated commitment to civil liberties and civil rights and the mission of the ACLU; excellent communication skills in English and Spanish, both written and oral; including demonstrated fluency in Spanish;
- an ability to keep organized in a fast-paced environment and to manage several projects simultaneously; strong computer skills, including proficiency in using Microsoft Office programs (Word, Excel, Access, PowerPoint and Publisher) and social media networking;
- experience working cooperatively with diverse groups and organizations;
- ability to build vision, to stimulate, and inspire others,
- ability to work cooperatively and willingness to learn new skills, and
- ability to attend evening and weekend meetings, and to travel throughout the mid-Florida region.

Salary and Benefits: Salary will be set depending upon experience. The ACLU provides excellent benefits, including health and dental insurance with generous vacation, holiday and sick leave policies, as well as a Defined Contribution 401K Plan.

Application Process: Please send cover letter and resume by email to jobs@aclufl.org

All inquiries should include “Mid-Florida Organizer Applicant” in the subject line and all attachments should be in Microsoft Word or pdf format.

Applications will be accepted until the position is filled. Please indicate where you learned of this job posting.

The ACLU is an equal opportunity/affirmative action employer and encourages applications from all qualified individuals including women, people of color, persons with disabilities, and lesbians, gay men and transgender individuals.