CAMPUS ELECTORAL ORGANIZER
Job Description

Organization Overview
OutFront Minnesota is the premier organization advocating for and serving lesbian, gay, bisexual, transgender, and queer (LGBTQ) Minnesotans. OutFront Minnesota’s mission is to create a state where LGBTQ people are free to be who they are, love who they love, and live without fear of violence, harassment, or discrimination. We are leading Minnesota toward LGBTQ equity through a combination of public policy, legal and individual advocacy, and education.

Position Overview
As the Campus Electoral Organizer, you will work with the Director of Organizing and Policy to support the development of program and advocacy plans around the 2018 election cycle to expand the impact of young voices in our democracy through civic engagement and voting. You will coordinate work on college campuses, ensuring program is running as intended, and troubleshooting when necessary. You will work to make sure leadership development goals are woven into the fabric of the work on campus, with both staff and volunteers. You will play an integral role in finding and developing campus organizers, and ensuring they have access to all trainings and resources they need to succeed. You will develop a LGBTQ Student Leadership Council for college students involved in a LGBTQ group on their campus.

The ideal candidate for this position will have some level of organizing experience. Candidates should also have a commitment to social justice including: LGBTQ liberation, anti-oppression, and undoing institutional racism and seek to use the Campus Electoral Organizer role to further internal organizational goals around these efforts. This is a great opportunity to be a part of the development of a new team at an experienced organization. Staff leadership development is a key piece of the organization’s vision, and you will have access to significant training and learning resources.

Tasks and Responsibilities (including, but not limited to):

Program Development (20%)
➢ Work with the Director of Organizing and Policy to develop an in-depth civic engagement and advocacy plan on campuses to ensure young people are heard at the ballot box in 2018
➢ Recruit and train a team of campus organizers, targeting students from LGBTQ student groups
➢ Develop the LGBTQ leadership council

Program Execution (70%)
➢ Develop organizational culture within the campus organizing team
➢ Manage campus leaders, helping them troubleshoot where necessary, and holding them accountable to their programmatic goals
➢ Develop leadership skills in organizers, and work with them to individualize programmatic components when applicable
➢ Register and pledge voters on a regular basis, in coordination with OutFront and MN Youth Collective

Program Administration (10%)
➢ Maintain tracking and reporting systems, and hold organizers accountable to using these systems
➢ Report out to the Director of Organizing and Policy and MN Youth Collective on a regular basis
Skills or Qualifications

*If you don’t have all of these skills or qualifications, that’s ok! Please still apply.*

➢ A commitment to social justice, anti-oppression, and undoing institutional racism
➢ A self-starter, comfortable with taking initiative and ownership over projects
➢ Experience with community or electoral organizing (bonus points if that experience is with young people!)
➢ Ability to multitask, and know when to ask for help
➢ Creative and flexible, able to think outside the box and react to situations quickly
➢ Willing to work irregular hours when necessary
➢ Interest in developing the leadership of young people in an intentional way
➢ Strong knowledge of Microsoft Office and Google Suite products
➢ Comfortable engaging with people you don’t know

Details

Send a resume and three references in an email explaining your interest in the position to jobs@outfront.org; please include “Campus Electoral Organizer” in your subject line. Interviews will be scheduled on a rolling basis, and this position will be open until filled. Applications submitted by May 1, 2018 will be given priority consideration.

Compensation is $40,000 to $42,000, as well as a retirement plan, paid vacation and benefits. This is a full-time, temporary position through November with varied evening and weekend requirements. This position also requires some travel throughout Minnesota, and reports directly to the Director of Organizing and Policy.

OutFront Minnesota is deeply committed to social, racial, gender, and economic justice. We strongly encourage persons of color, women, trans folks, queer people, and those who are unemployed or underemployed to apply.