



THE VILLAGE OF ARTS AND HUMANITIES

Part-time

Organizer - Youth Justice Campaign, Care, Not Control

The Village of Arts and Humanities recruits, employs, trains, compensates and promotes team members regardless of race, religion, color, national origin, sex, ability, age, veteran status, and other protected status as required by applicable law.

SUMMARY OF OPPORTUNITY

The Village of Arts and Humanities is seeking to hire a Campaign Organizer who will drive and further develop the efforts of *Care, Not Control*, a new campaign to end youth incarceration in Pennsylvania. The Campaign Organizer will work alongside youth organizers and coalition partners to weave together campaign strategies, research, and political education in order to achieve campaign objectives and outcomes.

PROJECT BACKGROUND

Over the past 8 months, The Village has worked alongside youth leaders and coalition partners, Youth Arts & Self-empowerment (YASP), Juvenile Law Center (JLC), and Youth Sentencing & Reentry Project (YSRP), to design a nimble, action-oriented campaign plan aimed at permanently ending youth incarceration in Pennsylvania. On October 14, 2020 we launched our Care, Not Control campaign, which promotes a vision for, and action steps towards reaching that goal. Youth organizers delivered the campaign's demands publicly, for the first time, by reading them aloud as testimony to the PA Juvenile Justice Task Force, a state appointed group of system leaders and stakeholders tasked with delivering policy recommendations to Governor Wolf in January 2021. This event marked the culmination of our 6-month campaign planning and development process which included targeted direct actions, the co-creation of a robust set of policy demands, political education for youth organizers, and collaborative campaign research and design. In October 2020, Youth First State Advocacy Fund awarded The Village a project grant to implement the Care, Not Control campaign plan and push forward its short- and long-term objectives.

ABOUT THE VILLAGE

The Village seeks to provide arts- and place-based opportunities for vulnerable people to lead self-determined, joyful lives and to contribute to building a just society. Our programs engage more than 1500 community residents in activities that build civic power, nurture creative youth development, and model equitable neighborhood revitalization in the Fairhill-Hartranft area of North Philadelphia.

REPORTING RELATIONSHIPS

Reports to: Director of Social Justice Initiatives

Works with: Youth Leaders, Program Coordinator, Coalition Partners, Village Executive Director

RESPONSIBILITIES

Focus Area: Youth Justice Campaign - Care, Not Control

Organizing

- Plan and implement strategies to recruit additional youth leaders and broad base of campaign supporters
- Facilitate and manage capacity building with/for youth leadership team
- Facilitate and manage cultural organizing activities with/for youth leadership team
- Support campaign/coalition partner meetings and trainings
- Maintain and update CnC campaign plan
- Support Campaign communication and promotion efforts: this includes working with designers and writers as well as creating drafts of content for emails, social media, and other outreach materials
- Lead the planning and management of campaign virtual and in-person actions
- Contribute to the development of policy recommendations
- Other duties as assigned

Political/Popular Education

- Develop and maintain political education curriculum for campaigns (for public and/or internal teams)
- Design, implement, and manage joint political education trainings with local/regional partners (for public and/or internal teams)
- Build capacity of youth leaders to conduct trainings with political education curriculum

CANDIDATE PROFILE

Core Competencies

- Ability to work independently
- An in-depth understanding of the juvenile justice system
- A minimum of 3-years experience as an Organizer is strongly preferred, including experience leading a team
- Proficient with Microsoft Office Suite (Word, Excel, PowerPoint) and Google counterparts
- Attention to detail is a must; ability to exercise discretion
- Strong organizational and time management skills
- Strong and effective verbal communication and presentation skills;
- Strong interpersonal skills; experience and ability to work with people from diverse backgrounds, including staff at all levels
- Demonstrated ability to organize and coalition-build to elevate community priorities into policy changes

Village Culture-Based Competencies

- Passion for promoting social and economic justice for hyper-marginalized individuals and communities
- Strong communication skills and “emotional intelligence”
- Positive attitude and ability to work in a team
- Willing to give and take constructive criticism
- Adept at agile listening
- Familiar with and capable of using inclusive language, terminology, and behaviors

COMPENSATION

Compensation commensurate with experience.