



Criminal Justice Advocate
American Civil Liberties Union of Tennessee

The Opportunity

The American Civil Liberties Union of Tennessee (ACLU-TN) seeks a strategic and passionate person to be its criminal justice advocate. The criminal justice advocate is a member of our communications team and will report directly to the director of strategic communications and will work with other ACLU-TN staff on criminal justice reform issues. The criminal justice advocate will advance the organization's goal to reduce mass incarceration and the accompanying racial disparities. The criminal justice advocate will focus on a range of criminal justice issues, potentially including, but not limited to, police accountability, the school-to-prison pipeline, pre-trial detention, parole and sentencing reform and prosecutorial reform. This position is funded with a two-year grant.

About the ACLU-TN

ACLU-TN, the state affiliate of the national American Civil Liberties Union, is a private, non-profit, non-partisan public interest organization dedicated to defending and advancing civil liberties and civil rights through advocacy, coalition-building, legal, legislative, community mobilization, and public education initiatives.

ACLU has been a leader in moving freedom forward in Tennessee for over 9 decades. In 1925, when John Scopes was arrested for teaching evolution in a Dayton, Tennessee public school classroom, ACLU cooperating attorney Clarence Darrow defended him. In the era of segregation, ACLU spoke out for racial justice and the right to assemble, including representing Dr. Martin Luther King during the sanitation workers strike in Memphis. In recent years, we have successfully pursued cutting edge initiatives on a range of issues including religious freedom, LGBT equality, freedom of speech, voting rights, immigrants' rights and reproductive freedom.

In the wake of the Trump administration's daily assaults on civil liberties and civil rights, ACLU-TN is embarking on its most ambitious advocacy yet. ACLU-TN's work includes but is not limited to, criminal justice reform; increasing access to the ballot box; advancing racial justice and LGBTQ equality; protecting religious freedom, reproductive justice and the fair treatment of immigrants and refugees.

The ACLU-TN state office is located in Nashville, a rapidly growing city with a rich history in social justice and a fantastic music, arts, culture and food scene. In addition, the ACLU-TN is an exciting, fast-paced place to work.

Responsibilities:

- Implement communications and advocacy strategies to increase awareness about criminal justice issues in Tennessee;
- Represent ACLU-TN at community meetings focused on criminal justice issues;
- Research and draft public education and advocacy resources, including fact sheets, reports, website content and policy briefs to support criminal justice priority issues;

- Join with ACLU-TN team to build trusted relationships with community stakeholders, including community leaders, grassroots organizations, student groups, and impacted communities to advance shared criminal justice advocacy goals;
- Collaborate with ACLU-TN staff to design and implement effective integrated advocacy criminal justice initiatives involving a combination of communications, policy, public education and litigation strategies;
- Organize public education events and town hall meetings focusing on ACLU-TN criminal justice campaigns;
- Monitor criminal justice issues statewide;
- Perform other related duties as assigned by the director of strategic communications or the executive director.

Qualifications

- Minimum 2-3 years of working experience in a relevant field preferred, such as community organizing, social work or policy analysis;
- Passion for, and a well-articulated knowledge of, civil liberties, civil rights and racial justice, and a familiarity with the work and mission of the ACLU;
- Demonstrated ability to build and sustain allies and work collaboratively, and a personal approach that values and respects differences of race, ethnicity, age, gender identity, sexual orientation, religion, ability and socioeconomic circumstances;
- Ability to listen, guide and support people to achieve common goals;
- Keen attention to detail; ability to work simultaneously on multiple projects at various stages of completion; good problem-solving skills and a positive, professional attitude with sound judgment, flexibility, determination and good humor in a fast-paced, sometimes high-pressure office;
- Ambitious, creative, and results-oriented initiative and a desire to learn, pitch-in and anticipate new projects; ability to collaborate, including working closely with ACLU-TN colleagues;
- An absolute commitment to the highest ethical and professional standards; and
- Willingness to work beyond 9 to 5 and some weekends and to travel throughout Tennessee as needed.

Compensation: Salary is commensurate with experience and within the parameters of the ACLU-TN compensation scale. Excellent benefits offered, including health insurance plan, dental, life and long-term disability insurance; 401(k) with an employee match; sick, vacation and holiday leave.

Application Procedure and Deadline: Please email PDFs of your letter of interest, resume, professional writing sample no longer than five pages, and three professional references to jobs@aclu-tn.org with the subject "Criminal Justice Advocate." Please state in your letter of interest how you learned of this position. Applications will be reviewed beginning Friday, April 26th and will be accepted until the position is filled, at which time the posting will be removed from the ACLU-TN/ACLU websites.

The ACLU-TN is an equal opportunity employer and values a diverse workforce and an inclusive culture. We encourage applications from all qualified individuals without regard to race, color, religion, gender, gender identity or expression, sexual orientation, age, national origin, marital status, citizenship, disability, veteran status or record of arrest or conviction.