****

LGBTQ Advocacy Strategist

**Location:** Flexible within South Carolina

**About the Organization**

The ACLU of South Carolina (ACLU-SC) works daily in communities, courts, and the legislature to defend and advance the civil rights and liberties guaranteed by the U.S. and South Carolina Constitutions. Whether we’re defending free speech, enhancing voting rights, reforming the criminal legal system, advocating for housing justice, or protecting transgender kids—our employees engage in meaningful work.

The ACLU-SC is an affiliate of the ACLU, a federated organization. When people refer to the ACLU, that generally includes the national office as well as a nationwide network of autonomous and independent ACLU Affiliates, of which the ACLU of South Carolina is one.

The ACLU-SC is headquartered in Columbia and has a distributed team with staff working in communities across South Carolina. The LGBTQ Advocacy Strategist can be based anywhere in South Carolina. All team members spend significant time traveling throughout South Carolina, including frequent trips to Columbia.

The ACLU-SC is a highly rewarding place to work for those interested in protecting our fundamental civil rights and civil liberties. To learn more about the work of the ACLU-SC and the ACLU, please visit www.aclusc.org and www.aclu.org.

**About the Position**

The LGBTQ Advocacy Strategist is a member of the advocacy team, focusing on civil rights for LGBTQ South Carolinians and their families. The LGBTQ Advocacy Strategist works in coalitions, mobilizes activists, and builds support across the state for policies that protect LGBTQ people.

The LGBTQ Advocacy Strategist position is grant-funded for two years but is expected to become a permanent position. The LGBTQ Advocacy Strategist may also work on other civil rights issues such as criminal legal reform, racial justice, voting rights, and beyond. The focus of the Advocacy team shifts based on the policy and political environment, the organization’s strategic plan, and funding.

**Responsibilities**

*Strategy and Planning*

* Help design and conduct sustained campaigns to advance LGBTQ policy at the state and local level.
* Translate campaigns into work plans, strategies, and tactics.
* Balance outreach, list building, coalition engagement, public events, mobilization, and civic engagement.
* Understand the intersection of race and LGBTQ identity and commit to driving for racial justice in all work.
* Track expenses and be a good steward of the organization’s budget.

*Research and Analysis*

* Identify, analyze, and track LGBTQ policy at the Statehouse, in administrative offices, and in local policymaking venues.
* Analyze and present rigorous research around model policies, programs, and implementation strategies (legislation, ordinances, directives, practices).
* Review both quantitative and qualitative data related to policy goals.

*Organizing and Mobilization*

* Create an approach to organizing that centers the voices of those most impacted, mobilizes them as activists, and supports their leadership development.
* Mobilize South Carolinians to engage in state and local policymaking as well as state and local elections.
* Organize public events (rallies, town hall meetings, trainings, panel discussions, etc.) to mobilize impacted communities, ACLU members, and the public around local and state-level priorities.
* Seek out opportunities to build our list and expand our outreach in communities.

*Advocacy and Communications*

* Partner with communications team members to tell the story of LGBTQ South Carolinians.
* Draft clear and concise public education materials, including memos, fact sheets, talking points, position letters, and policy briefs, in multiple formats for a range of audiences.
* Engage in coalitions strategically, knowing when to build and lead and when to participate and support.
* Testify at hearings, speak at events, and serve as a spokesperson for the organization.

**Qualifications and Skills**

The LGBTQ Advocacy Strategist mobilizes people to build power and support for civil liberties and civil rights. Ideal candidates have the following qualifications and skills:

* A commitment to and enthusiasm for civil rights and civil liberties.
* At least three years of experience in advocacy, community organizing, and/or electoral politics.
* Understanding of the ways organizing and advocacy work together to pull at various levers of power in order to achieve policy goals.
* A drive for racial justice and an understanding of the ways white privilege can harm organizing, advocacy, and communities.
* A commitment to valuing differences of race, ethnicity, age, gender identity and expression, sexual orientation, religion, ability, and socio-economic circumstance.
* Strong communications skills and the ability to build trusted relationships.
* Ability to work evenings as needed, including long hours during the legislative session and during the election season.
* Ability to travel locally, regionally, and nationally as needed.

**Compensation**

The ACLU of South Carolina offers a competitive compensation package. The starting salary for this position is $55,000 to $65,000. In addition to an annual salary, full-time staff receive health, dental, vision, life, and disability insurance as well as well as access to a 401K plan with employer matching. Time off benefits include 22 days of vacation time and 12 days of sick time.

**Application**

To apply, please send a resume and cover letter to Careers@aclusc.org. The resume and cover letter should be in one PDF titled with your name, and the email subject line should read: “Advocacy Strategist: Your Name.”

Resumes or applications sent via other avenues will not be considered. We discourage applicants from applying through third-party websites.

Early applications are strongly encouraged. The position will remain open until filled. Interviews will be scheduled on a rolling basis.