Tennesseans for Alternatives to the Death Penalty Seeks Coordinator for Community Outreach

Job Title: Coordinator for Community Outreach
Position Type: Full-time
Reports To: TADP Executive Director
Compensation: $60,000 (+ TADP reimburses up to $680 monthly for medical insurance)

Tennesseans for Alternatives to the Death Penalty (TADP) is a nonprofit organization dedicated to honoring life by abolishing the death penalty in Tennessee through a combination of public education, grassroots organizing, and advocacy.

We seek to educate Tennesseans about the human and financial costs of our state’s death penalty system through policy, legislative, and cultural change. We work with faith communities, community groups, organizations, legislators, people directly affected by the death penalty, grassroots supporters, and local and national partners.

Through participation in racial justice and criminal justice coalitions in Tennessee, this position will bring attention to the ways the American death penalty is intertwined with the nation’s original sin of slavery, its legacy of lynching, and the constructs of fear, oppression, vengeance, and racism that shaped and continue to burden the criminal legal system. This position will coordinate programming to educate the public about these connections and concerns.

This position provides an excellent opportunity for someone with a background in organizing, public policy, campaign work, or issue-based advocacy to gain leadership experience with a statewide, nonprofit organization.

Responsibilities include, but are not limited to:

- Building relationships and coalitions with Tennessee organizations and institutions whose mission includes lifting up racial justice, engaging communities of color, violence prevention, and trauma informed care
• Building relationships with key grassroots and grasstops constituencies, including murder victims’ families, community leaders, and religious leaders

• Under the direction of the Executive Director, developing a clear understanding of constituencies throughout the State, creating an organizing plan with goals for recruitment of supporters and implementing outreach and organizational plans

• Educating Tennesseans about the connections between the legacy of slavery, lynching, and the death penalty, as well as the critical role that prosecutors play in creating criminal legal policy

• Coordinating and convening events, meetings, and outreach efforts across Tennessee, particularly focused on engaging communities of color

• Participating in national organizations and caucuses for leaders of color

• Assisting in carrying out TADP’s media plan, including creating and maintaining relationships with local and national media; speaking on behalf of TADP; and developing media content

• Assisting with social media and web accounts, using strategic messaging to diversify outreach efforts and messaging

• Building and maintaining database of contacts and utilizing a system to track and evaluate progress toward goals

• Researching, drafting, and editing reports, correspondence, talking points, infographics, and other communications as needed

• Providing regular reports for the Director and Board of Directors as requested, ensuring all reporting is accurate and timely and that all data are entered on time
- Supporting the local TADP chapter, attending meetings and assisting with events and outreach as needed
- Assisting in fundraising efforts, including donor cultivation and grant prospecting, writing, and reporting as needed
- Participating in legislative advocacy that furthers TADPs’ efforts towards the abolition of the death penalty as needed

Characteristics and qualifications:

- Personal commitment to TADP’s mission to abolish the death penalty, representing the organization throughout the State with a high level of professionalism
- Familiarity with the criminal legal system, racial justice issues, and sociopolitical dynamics of the State of Tennessee
- Strong listening, persuasion, and facilitation skills
- Exceptional organizational and time management skills
- Ability to work independently, navigate obstacles, discern priorities, meet competing deadlines, and manage a number of tasks and projects simultaneously
- At least one year of successful experience with community organizing and/or community engagement is required
- Proven ability to exercise sound judgment related to controversial and/or culturally sensitive subjects
- Excellent work ethic and flexibility; creative problem-solving skills
- Computer literate with working knowledge of Microsoft Office and a high level of comfort with Zoom and social media. Graphic design experience preferred. Need access to a reliable computer
This position involves travel around Tennessee to attend community events, connect with community members, and various other tasks, as needed. This position requires that the candidate is comfortable spending extended periods of time outside to conduct community outreach and events. This role will require willingness to occasionally work on weeknights.

Capital punishment disproportionately hurts the most marginalized people in society — including people of color, people who live in poverty, and people with disabilities. TADP believes that these communities must be central in the work we do. We are an equal opportunity employer, and we strongly encourage applications from everyone including people who are members of other marginalized communities.

Please submit a cover letter, resume, and three references to: stacy@tennesseedeathpenalty.org.