



**Title: Field Organizer (Gulf Coast based)**

**Salary:** \$70,000 annually

**Classification:** Exempt

**Location:** live in Alabama, Florida, Mississippi or Louisiana, with travel across the South

**Travel:** Up to 50%

**Additional information:** This job is a temporary, two-year-long full time role. At the end of the 2-year term, the role will end, unless we secure funding to make this a permanent position.

## WHO WE ARE

At New Disabled South (501c3), we are building a coalition across the South that centers the needs and daily experiences of disabled people. Our mission is to improve the lives of disabled people and cultivate strong disability rights and disability justice frameworks in the South. We do this by:

- Organizing our communities around the most critical issues we face
- Tracking legislation and policy that directly affects disabled people and educating our communities on its impacts
- Advancing legislative priorities that center our wellbeing and liberation
- Leading research on key issues
- Changing media and social narratives about disabled people

Through this work, we impact the allocation of resources in our states, increase our collective power, and make this country a better place for us to live. We do this all with the lives and experiences of disabled people at the center (nothing about us without us).

Per our 2023-2025 Strategic Plan, we are centering 3 strategic priorities to advance our mission: Poverty & Care, Criminalization, and Democracy.

## ROLE OVERVIEW

We are seeking an experienced Field Organizer to join our team to build community



power through public education, coalition work, voter protection advocacy and creative organizing strategies. As a Field Organizer, you will be on the ground talking to and organizing with disabled voters across the South. You will be working with community partners to ensure disabled voters have the information they need to cast their votes in upcoming elections; build public education and advocacy programs around a variety of topics including but not limited to: voting, healthcare access, independence and autonomy, employment, criminalization & the criminal legal system; and supporting other organizing campaigns as needed. You will build relationships with disabled workers on the ground in their communities, use traditional voter contact methods to engage and mobilize disabled voters, organize community events with a goal toward strong base-building, and more.

## **WHO WE'RE LOOKING FOR**

We are looking for an advocate, organizer, and champion whose approach is rooted in a collective liberation philosophy, centers the voices and experiences of the multiply marginalized (BIPOC, LGBTQ+, native/indigenous, immigrant, etc.) and understands the importance of an intersectional lens and approach. You are passionate about health justice, worker's rights, community organizing, voting rights, and disability justice. You have experience incorporating a variety of organizing techniques into your work, and you are always looking to learn new strategies and information. You have strong relationships with activists and organizers across the South, and have experience working with coalitions and building community organizing programs from the ground up.

### **The Field Organizer will be responsible for the following priorities...**

- Work with the NDS team to develop strategies and campaigns to increase turnout and do voter education with disabled voters
- Own the development of and implementation of creative plans to achieve our organizational and community goals in the Gulf Coast and across the South
- Work with organizational partners to increase accessibility of their voting rights and voter outreach programs; support efforts by partners to develop community outreach and mutual aid programs
- Work closely with Southern Disability Justice Coalition members and partner organizations to advocate for legislative priorities and do public education



- Build creative public pressure and wide-ranging education campaigns on a variety of topics related to disability and health justice across the South
- Other duties assigned based on need and final plan

## **SKILLS & COMPETENCIES**

**The Field Organizer will possess the following experience, knowledge, and attributes...**

- At least 5 years of overall experience as an organizer. At least 1 year of experience organizing on the ground in AL, FL, MS or LA and/or across the South is preferred
- Preference will be given to organizers with demonstrated relationships with community organizations and activists in AL, FL, MS or LA
- Demonstrated ability to plan and implement successful community outreach
- Experience recruiting, engaging, and retaining volunteers
- Disability rights and/or disability justice organizing experience strongly preferred
- Experience with voting rights, legislative advocacy, and/or community pressure campaigns preferred
- Self-starter with strong personal organization skills and attention to detail; ability to manage multiple priorities and deadlines concurrently and respond quickly to changing dynamics
- Strong interpersonal skills, including demonstrated equity competencies and experience working successfully across sectors with a range of advocacy and/or community organizations
- Experience working with a broad array of constituency groups such as policy makers and community advocates
- Ability to travel as needed across the 14 Southern states included in NDS' work
- A personal commitment to continuous learning and development and remaining up to date on best practices and approaches to the work; proactively seeking out opportunities to level up your skills and knowledge base with the goal of applying them in new and innovative ways for maximum impact

## **COMPENSATION & BENEFITS**

**We offer great benefits!**



- Thriving wage with annual organization-wide compensation reviews
- 4-day, 32-hour workweek (Fridays off!) with flexibility to work how, when and where you want
- Unlimited Paid Time Off/Sick Leave policy
- Platinum Medical Insurance (100% of premium covered for employees; 50% of premium covered for dependents)
- Dental, Vision, Life Insurance (100% of premium covered for both employees and dependents)
- \$200 work from home stipend upon onboarding
- Over 3 weeks in organization-wide office closures, including a two-week winter break and 1 week summer break
- Discounts and perks on gym memberships and other benefits through our PEO
- And more!

Because this is a temporary, two-year-long position, this role is not eligible for our parental leave package or sabbatical benefits. If this becomes a permanent position, the 2 years will count toward the 4 year eligibility requirement for NDS sabbatical and parental leave benefits will become effective.

## HOW TO APPLY

Please email a resume and no more than 1 page total answering the following questions to [info@newdisablesouth.org](mailto:info@newdisablesouth.org) with the Subject: "Field Organizer-Gulf Coast":

- 1) What is an organizing campaign, project, or effort you were involved in that you're especially proud of and why?
- 2) The organization values equity and inclusion. How have you ensured your organizing efforts are inclusive and considerate of the needs and experiences of multiply marginalized communities, including BIPOC, LGBTQ+, native/indigenous, immigrant, and disabled individuals?
- 3) What part of this role is most exciting to you?

Applications will be accepted through March 8th, with first interviews beginning towards the end of March. We hope to extend an offer by mid April.



## **DO YOU THINK THIS MIGHT BE YOU?**

If you see yourself in this job description but don't feel like you meet every single criteria, we encourage you to apply anyway! Research shows that individuals from historically marginalized groups tend to self-select out of opportunities at higher rates. We take a holistic approach to all of our hiring practices and want to hire those who best align with our mission and goals.

New Disabled South is an equal opportunity employer to all regardless of race, color, national origin, ancestry, sex, marital status, disability, religious or political affiliation, actual or perceived gender identity, age or sexual orientation. We encourage those who identify as disabled to apply.