

**INDIGINEOUS JUSTICE ORGANIZER  
AMERICAN CIVIL LIBERTIES UNION FOUNDATION  
SOUTH DAKOTA CHAPTER, RAPID CITY, SD**

## **ABOUT THE JOB**

The **ACLU of South Dakota** seeks applicants for a full-time **Indigenous Justice Organizer** position, which will be located in its Rapid City, South Dakota office. The ACLU-SD defends civil liberties and civil rights in South Dakota, North Dakota, and Wyoming through litigation, legislation, and public education. Reporting to the Director of Campaigns, the **Indigenous Justice Organizer** will work to implement a community outreach strategy to build scalable public education and advocacy programs, while incorporating organizing, coalition-building, leadership development, communication, and lobbying tactics. The Organizer will ensure ACLU staff and supporters have the tools, information, and opportunities to be effective advocates.

**This is a two year, grant funded position.**

## **RESPONSIBILITIES**

- Execute effective organizing plans with motivating tactics for volunteers that balance achieving immediate campaign goals with building long-term volunteer capacity.
- Develop, strengthen, and nurture alliances and work in coalition with tribal leaders, community members, and other stakeholders in South Dakota and North Dakota.
- Recruit and train community leaders and volunteers in support of campaigns.
- Plan and manage events to raise visibility and support for campaigns.
- Develop strategy and lead field organizing activities for policy and advocacy campaigns.
- Elevate the stories and experiences of impacted communities and individuals, ensuring that the interests and vision of impacted populations and the broader community are reflected in campaigns.
- Organize, lead, and participate in community education events, rallies, and meetings.
- Develop advocacy materials including fact sheets, toolkits, action alerts, blog posts, and social media content in collaboration with the Communications Director and Communications Associate.
- Provide trainings for community members and coalition partners on how to conduct policy advocacy with decision makers.
- Organize and attend lobbying visits with state and local officials.

- Demonstrate a commitment to diversity and inclusion within the workplace; using a personal approach that values all individuals and respects differences in regards to race, ethnicity, age, gender identity and expression, sexual orientation, religion, ability, and socio-economic circumstance
- Commitment to work collaboratively and respectfully toward resolving obstacles and/or conflicts.
- Other duties as assigned.

## QUALIFICATIONS

- History of living in or working with Indigenous communities, preferably in South Dakota or North Dakota.
- Knowledge regarding current Indigenous movements, including: Standing Rock, Keystone XL, and Missing and Murdered Indigenous Women.
- Three years' experience in community/field organizing and base building.
- Commitment to meeting a high bar and a history of getting things done even in the face of obstacles.
- Ability to work on fast-paced campaigns with many moving pieces and ability to adapt to changing circumstances.
- A history of working collaboratively and successfully with people and organizations from diverse racial and ethnic backgrounds and broad range of ideological positions and religious views.
- Self-starting and willing to learn.
- Experience managing multiple projects and the ability to oversee volunteers and leaders.
- Ability to travel across the state, as necessary, and participate in occasional evening and weekend meetings.

## HOW TO APPLY

Please send cover letter and resume by email to [HRJobsSD@aclu.org](mailto:HRJobsSD@aclu.org). Reference **[ASD-91]** in subject line.

Please indicate in your cover letter where you learned of this career opportunity. Applications will be accepted until the position is filled.

This job description provides a general but not comprehensive list of the essential responsibilities and qualifications required. It does not represent a contract of employment. The ACLU reserves the right to change the description and/or posting at any time without advance notice.

## ABOUT THE ACLU

For almost 100 years, the ACLU has worked to defend and preserve the individual rights and liberties guaranteed by the Constitution and laws of the United States. Whether it's ending mass incarceration, achieving full equality for the LGBT community, establishing new privacy protections for our digital age, or preserving the right to vote or the right to have an abortion, the ACLU takes up the toughest civil liberties cases and issues to defend all people from government abuse and overreach.

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

*The ACLU is committed to providing reasonable accommodation to individuals with disabilities. If you are a qualified individual with a disability and need assistance applying online, please e-mail [benefits.hrdept@aclu.org](mailto:benefits.hrdept@aclu.org). If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.*