



JOB TITLE: Policy Strategist
DEPARTMENT: Policy
REPORTS TO: Deputy Policy Director
FLSA STATUS: Exempt
EXPERIENCE: Mid-level
LOCATION: Cleveland or Columbus
DATE: November 8, 2021

POSITION SUMMARY

Develops and implements integrated strategies to steward relationships, manage coalition work, and provide policy expertise to advance ACLU of Ohio advocacy plans and priority issue campaigns.

SALARY/COMPENSATION

Salary Range: \$46,000 - \$60,000.

Compensation: Salary offer shall be determined by depth and breadth of successful candidate's knowledge and experience. Total compensation package includes generous health insurance benefits (including dental, vision, and hearing); new hires receive four (4) weeks of paid time off, accrued at approximately thirteen (13) hours per month; and ten (10) paid federal holidays.

RESPONSIBILITIES

Assist implementation of strategic, effective advocacy plans for civil liberties

- Conduct policy research on priority ACLU of Ohio issues and act as an in-house expert.
- Support the creation of long-range advocacy plans by integrating policy, communications, organizing, legal, and development strategies.
- Coordinate efforts in response to national ACLU requests for action and grow the ACLU's base of support for priority issues through strategic public education and advocacy tactics.

Deploy a broad array of policy strategies to achieve targeted outcomes

- Establish and advance relationships with elected officials, key leaders and policymakers, and related governmental bodies at the state, local, and federal levels to support advocacy efforts.
- Identify, track, and analyze various administrative, judicial, and legislative proposals.
- Research and draft various materials including issue specific tool-kits, fact sheets, issue papers, online Action Alerts, and blog posts, on ACLU of Ohio priority issues.

Participate in coalitions on behalf of the ACLU of Ohio and develop relationships with allies and other organizations to further advocacy goals

- Grow the ACLU of Ohio's role in coalition advocacy through building relationships and demonstrating policy expertise.

- Guide the ACLU of Ohio's role in strategic coalitions and maintain its status and influence among partners, as well as, work on shared legislative and policy priorities.
- Represent the ACLU of Ohio at stakeholder meetings, legislative hearings, community forums, and other public events.
- Speak publicly at state and local forums, conferences, meetings, and to the media.

MINIMUM QUALIFICATIONS

- Two or more years of hands-on advocacy on legislative or policy changes at the federal, state, or local level.
- Proven ability to distill complicated information into digestible material for public consumption, as well as, research, write, and develop strategies to change policy and law.
- Demonstrated ability to work independently as needed and manage multiple projects with competing deadlines, while maintaining a strong attention to detail.
- Identifiable experience working in coalition, including developing shared plans, coordinating communications, and managing dynamics among partner groups.
- Demonstrated ability to advocate using empirical and anecdotal evidence to persuade audiences through writing and public speaking.
- Demonstrated ability to be resilient and clear understanding that working towards systemic change is a marathon and not a sprint.
- Demonstrated commitment to collaboration – sharing responsibility and credit
- Willingness and availability to travel throughout Ohio, at times, on short notice.

OTHER

- History of incarceration is not a bar to consideration for the position.