



**OPEN POSITION**  
**Date Posted:** March 29, 2022

**Updated:** March 29, 2022  
**Title:** UU the Vote 2022 State Campaign Strategist  
**Staff Group:** Organizing Strategy Team  
**Reports To:** UU the Vote 2022 Campaign Manager  
**Location:** Open\*  
**Grade:** 11, full-time with benefits

**Expected Start Date:** ASAP

**Please Note:** This is a temporary position, which is expected to end by December 23, 2022.

### **About UU the Vote**

UU the Vote is a national, faith-based, distributed campaign that invites Unitarian Universalists into values-aligned action and advocacy related to democracy, voting rights, and electoral justice. As a non-partisan 501(c)3 program, UU the Vote strategies will have a primary focus on issue-based work on ballot measures/initiatives, as well as other non-partisan strategies for electoral engagement.

### **Purpose**

As a part of the national UU the Vote team, to have primary responsibility for developing and implementing aligned campaign strategies in up to ten high-priority states. To work closely with UU State Action Networks (SANs) to support engaging, training, and mobilizing constituent congregations and individual members in alignment with local partners and coalitions.

### **Principal Responsibilities**

1. Serves as primary liaison between UU State Action Networks (SANs) and the national UU the Vote program to set up campaigns, including primary focus on ballot measures.
2. Builds strong, accountable relationships with SANs and partner organizations.
3. Implements online and in-person organizing strategies to help achieve ballot measure wins and to build lasting grassroots organizing power.
4. Coordinates with the Leadership Development Specialist to create multiple pathways for volunteers to engage in local and distributed action.
5. Convenes the UU State Action Network Field Table, bringing SAN leaders into regular conversation for learning, strategy alignment, and mutual support.
6. Coordinates issue-based election activity with supervisor.
7. Uses online organizing and reporting tools to support program goals.
8. Facilitates relationships and coordination between UU the Vote Fellows and SANs.
9. Organizes door-to-door canvasses and phone banks where appropriate, and supports congregations and SANs in recruiting participants.
10. Tracks and analyzes program data to hit goals and scale up program.
11. Works across teams to ensure that organizing goals complement other campaign and organizational goals.
12. Performs other duties as requested by supervisor, the Organizing Strategy Director, the Executive Vice President, or the President.

### **Qualifications**

This is a temporary Grade 11 position (expected annualized hiring range of \$57,300-\$68,000, pro-rated based on start date, depending on experience). Note that qualifications may be met as a result of lived experience, volunteer work, professional experience, and/or formal or informal training. Requirements include:

- Minimum of 2 years' experience in community, labor, issue, political, or community organizing, or with ballot measures/issue-based campaigns.
- At least one cycle of campaign experience in a junior -or mid-level role.
- Experience working with relational organizing digital tools, EveryAction, Action Network, and NGP VAN strongly preferred.
- Experience developing, implementing, monitoring, and assessing field plans.
- Excellent oral and written communication skills, strong attention to detail, and excellent people skills.
- Ability to do specific state-based work while holding a national frame.

- Proven record of successfully training and mobilizing volunteers.
- Strong values-based messaging skills.
- Deep familiarity and sharp analysis of all four of the UUA's intersectional justice priorities (LGBTQ/Gender/Reproductive Justice; Climate Justice and Indigenous Sovereignty; Decriminalization and Racial Justice, and Democracy; and, Voting Rights and Electoral Justice).
- Proficiency in Microsoft Office applications (Access, Excel, Outlook, PowerPoint, and Word).
- Willingness to work with volunteers whose schedules require convening meetings and events evenings or on weekends.
- Work or lived experience with communities of color or Indigenous peoples is of particular value.
- Eagerness to work in an organization in which the dismantling of white supremacy is a high priority.

\* This is a remote, work-from-home position. Location is open in the continental United States.

### **How to Apply**

People with disabilities, people of color, Indigenous people, Hispanic/Latinx, and LGBTQ candidates are encouraged to apply. The UUA is committed to developing a diverse and talented staff team. If you are excited about this role, but are unsure whether you meet 100% of the requirements, we encourage you to inquire and/or apply. Send cover letter and résumé—indicating “UU the Vote 2022 State Campaign Strategist” in the subject line—via e-mail to [careers@uua.org](mailto:careers@uua.org), via fax to (617) 948-6467, or to Human Resources, UUA, 24 Farnsworth Street, Boston, MA 02210. E-mail submissions preferred.

### **About the UUA**

The Unitarian Universalist Association is a progressive religious denomination headquartered in Boston's seaport Fort Point Innovation District with staff based throughout the United States. Our faith community of more than 1,000 self-governing congregations brings to the world a vision of religious freedom, tolerance, and social justice. Our normal workweek is 35 hours, we pay 80% contribution towards health insurance premiums, 10% towards retirement (after one year), and have generous paid time-off policies. We are a great place to work and we value diversity. The UUA is an Equal Opportunity Employer and is committed to the full inclusion of all. As part of this commitment, the UUA will ensure that applicants and staff with disabilities are provided reasonable accommodations. If reasonable accommodation is needed to participate in the job application or interview process, to perform essential job functions, and/or to receive other benefits and privileges of employment, please contact the Office of Human Resources at (617) 948-4648 or [humanresources@uua.org](mailto:humanresources@uua.org). For more information on the UUA, visit us online at [UUA.org](http://UUA.org) and [uuworld.org](http://uuworld.org).

### **Support for the Mission and Values of the Association**

The Unitarian Universalist Association is a progressive and historic religious denomination. While it is not generally required or expected that an applicant/employee identify as a Unitarian Universalist (UU) or be a member of a UU congregation in order to work at the UUA, all UUA staff members are expected to perform their job duties in accordance with the UUA's values, principles and mission. In particular the following points, drawn from the Seven UU Principles, are of particular importance for the UUA's work environment and staff culture:

- The inherent worth and dignity of every human being: We affirm the need for a human-centered workplace that allows our diverse staff to flourish. We also understand that our wider culture and society oppresses and denies human dignity, and we seek to counter the effects of that oppression in our hiring and workplace culture so that each person feels whole and valued.
- Justice, equity and compassion in human relations, and the goal of world community with peace, liberty and justice for all: We speak openly and publicly of our support for social and political issues, including LGBTQ equity, racial justice, climate justice, gender equity, and reproductive justice.
- The interdependent web of existence: We recognize that the liberation of all people is interwoven, and we work to counter patriarchy, white supremacy, colonialism, homophobia, transphobia, ableism, environmental exploitation, and other interrelated systems of marginalization.