Updated: April 12, 2019  
Title: Organizing Strategy Director  
Staff Group: Organizing Strategy  
Reports To: Executive Vice President  
Location: Open, but Boston, MA, New York City, NY or, Washington, DC strongly preferred  
Grade: 14, full-time with benefits

Purpose
To lead the Unitarian Universalist Association’s (UUA) prophetic public ministry and manage the Organizing Strategy Team (OST) and the Side with Love campaign to create organizing strategies, networks, and infrastructure that equip members of Unitarian Universalist communities and other spiritually motivated activists to advance a vision of justice and liberation as an expression of faith and to flank grassroots movements led by those most impacted.

Principal Responsibilities
1. Leads and manages the UUA’s Organizing Strategy Team’s (OST) operations, budget and strategy, including supervising the Congregational Advocacy and Witness Director, Side with Love Campaign Manager, Communications Coordinator, Senior Associate for Climate Justice, and other staff as required.
2. Provides spiritual, strategy, and cultural leadership for justice ministries throughout the UUA collaborating closely with other UUA staff to advance key intersectional priorities of climate justice, criminalization, LGBTQ equity, and electoral justice. Ensures UUA justice work embodies the values of spiritually grounded, high impact organizing in flanking of front-leading social movements; and, reflects integrity, commitment and right relationships.
3. Creates strategies, networks, infrastructure, and capacity-building to organize Unitarian Universalist individuals, groups, and congregations to flank grassroots movements led by those impacted at the local, state, and national levels. Works with the OST and other UUA staff to identify, cultivate, equip, and connect individual UUs ready to engage in justice organizing in their own context.
4. Leads the OST to connect with key UU partners and stakeholders, such as the UU Service Committee. Oversees OST engagement with joint initiatives, including Love Resists and Create Climate Justice. Acts as the UUA liaison with the UU College of Social Justice.
5. Collaborates with the Outreach and Public Witness staff to develop communications priorities for the UUA’s justice and organizing work. Lifts up the voices and stories of individuals and communities who challenge injustice to share gratitude, spread courage, and fortify an internal leading edge. Utilizes social networking, new media, and other online platforms to support and build on-the-ground organizing, policy advocacy, mainstream media coverage, fundraising, and marketing.
6. Represents the UUA and Unitarian Universalism in public and private spaces for social movement, justice, and organizing purposes. Connects with aligned leaders in other religious and secular groups and those leading grassroots movement on areas of shared work and to determine priorities.
7. Works closely with senior UUA leadership, including the Executive Vice President and the President, to shape and advance the prophetic public ministry strategies and key intersectional priorities of the Association.
8. Performs additional duties as requested the supervisor or the President.

Qualifications
This is a Grade 14 position (expected hiring range $70,000-$85,000 depending on qualifications and 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:

- Deep understanding of intersectional justice organizing and advocacy, including 5+ years of experience with political and/or community organizing, using social media and online organizing to promote more direct advocacy, witness, and coalition work.
- Experience supervising and leading teams as well as working in multi-layered institutions.
- Superb writing skills and the ability to use language grounded in progressive faith-based and religious values.
- Ability to inspire people and galvanize action using coordinated communications over a variety of platforms, including but not limited to blast e-mails, video, Facebook, Twitter, and blogs.
- Demonstrated background in working with religious communities (Unitarian Universalism strongly preferred).
- Must be innovative, energizing public speaker/leader, and be able to make ideas come to life creatively. Comfortable having a public image.
- Ability to bring an anti-racist, anti-oppressive, and pro-liberation lens to all aspects of work of the campaign.
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 position requires thorough awareness of national/breaking news as well as readiness to respond rapidly. Prior experience with social impact campaigns, news media, policy advocacy, marketing, and/or fundraising helpful.

The successful candidate will have strong multimedia skills (HTML, video editing, graphic design, etc.) skills and must be highly proficient in Microsoft Office applications (Word, Excel, Outlook, Access or other database, and PowerPoint).

Some travel is required.

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 “Organizing Strategy Director” in the subject line—via e-mail to careers@uua.org, via fax to (617) 948-6467, or to Human Resources, UUA, 2 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 waterfront Fort Point Innovation District with offices in Washington, DC and at the United Nations in New York City. 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, 11% 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. For more information on the UUA, visit us online at UUA.org and 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, environmental exploitation, and other interrelated systems of marginalization.