



National Director of Campaigns and Field Programs

The Lawyers' Committee for Civil Rights Under Law is one of the leading national civil rights legal organizations, with the principal mission of fighting racial discrimination faced by African Americans and other people of color. The Lawyers' Committee was formed in 1963 at President John F. Kennedy's request to enlist the private bar's leadership and resources in combating racial discrimination and the resulting inequality of opportunity – work that continues to be vital today.

The Voting Rights Project is the organization's largest programmatic unit. Its work includes a range of litigation, policy, advocacy, and voter support efforts, including fulfilling the Lawyers' Committee's role as convener of the National Election Protection Coalition—the nation's largest and longest-running non-partisan voter protection effort, which works throughout the year to provide information and resources to voters and combat barriers to the ballot box for all voters, with a focus on communities of color that have been historically disenfranchised by voter suppression efforts.

The Lawyers' Committee seeks a seasoned Organizer with experience in campaigns (design, leadership, and implementation), project and coalition management, and staff supervision to serve as its National Director of Campaigns and Field Programs for its Voting Rights Project. Significant responsibility in this role is guiding and supervising a team that works closely with state partners engaging in comprehensive voter education and voter protection campaigns. This position will also be responsible for coordinating with national, state, and local partners to build the infrastructure in dozens of target states to achieve the goals of the Election Protection coalition. The work includes a mix of partner engagement, program oversight, problem resolution responsibilities, along with campaign strategy and network weaving. The role also extends to campaigns and other programmatic and organizing activities to achieve the organization's goals within the Voting Rights Project, including supporting Census and Redistricting efforts and litigation to ensure that people of color are counted and have an independent voice in their communities and beyond.

The incumbent will also work closely with the Lawyers' Committee team responsible for implementing the operations of the 866-OUR-VOTE national voter protection hotline (as well as a suite of coordinated sister hotlines offered in various languages) on technological infrastructure components, recruitment and training of volunteers, and preparation and dissemination of voter protection of materials.

The staff supervised by this position also works closely with the attorneys within the Voting Rights Project, attorneys in partner organizations, and several thousand volunteer lawyers and other legal professionals to provide voter information and address barriers to the vote.

This is a full-time position based in Washington, DC. The National Director of Campaigns and Field Programs will work under the supervision of the Co-Directors for the Voting Rights Project.

Specific Duties and Responsibilities:

- Manage the programmatic work of the Voting Rights Project, including but not limited to Election Protection and specialty democracy-related campaigns, and supervising related staff members;
- Manage the organization's role and duties as convener of the Election Protection Coalition, including significant interfacing with national, state, and local partners;
- Foster coordination with the Voting Rights Project's litigation and policy efforts;
- Work with the Director of Pro Bono to engage pro bono volunteers and law firms;
- Collaborate with the co-Directors of the Voting Rights Project on cross-cutting strategy; and
- Work as needed with other departments within the organization, including Communications, Development, and Accounting, to ensure programmatic success.

Minimum Requirements and Competencies:

- Deep commitment to the advancement of racial justice and civil rights;
- Minimum of 10 years of experience leading and/or working to develop and successfully implement democracy-related campaigns—either political, non-partisan, issue-based, or candidate-focused on the national and/or state level;
- Extensive experience and aptitude in the supervision of staff and engaging volunteers;
- Strong initiative, leadership, and people and program management skills;
- Detail-oriented, with strong organizational and program management skills;
- Experience managing and leading diverse coalitions and working with communities of color is required; and
- Experience and comfort with technology infrastructure, including databases, volunteer management, and cloud-based systems, is a plus.

To Apply: Please submit a cover letter and resume, including graduation completion dates, to <https://podio.com/webforms/26949622/2061182>. No calls will be accepted. The position will remain open until filled, and applications will be reviewed on a rolling basis. Salary and benefits are competitive for a non-profit legal organization. Staff Benefits include Employer Sponsored (Medical, Dental and Group Life & AD&D); Voluntary Benefits (Vision Insurance, Short-Term Disability, Long-Term Disability, and Supplemental Life) coverage; the opportunity to participate in the 403(b) Retirement Plan; Voluntary Flexible Spending (Medical and Dependent Care) and Stipends (Cell Phone and Commuter/Parking Benefits); 12 paid Holidays; and Vacation/Sick days.

Commitment to Diversity and Inclusion: The Lawyers' Committee embraces diversity and inclusion in our workplace. We strongly encourage candidates of color and candidates from underrepresented communities to apply. The Lawyers' Committee does not discriminate on the basis of actual or perceived race, religion, color, national origin, ancestry, disability, medical condition, marital status, sex, age, sexual orientation, gender identity or expression, family responsibility, personal appearance, genetic information, matriculation, political affiliation, or any other status protected under law.

Accessibility Assistance: Although calls will not be accepted regarding questions about the position, if you are an individual with a disability and need assistance completing the online application, please call 202-662-8600 and ask for an applicant accommodation; send an email with the subject line "ApplicantAccommodation" to accommodation@lawyerscommittee.org.