



666 Broadway, 7th Floor
New York, New York 10012
212-614-6464
ccrjustice.org

Title: Advocacy Program Manager

Status: Full time – 40 hours per week

Classification: Exempt

Location: New York City, with remote work until external and internal travel and workplace restrictions in place due to Covid-19 are lifted.

Reports to: Advocacy Director

Background:

The Center for Constitutional Rights works with communities under threat to fight for justice and liberation through litigation, advocacy, and strategic communications. Since 1966, we have taken on oppressive systems of power, including structural racism, gender oppression, economic inequity, and governmental overreach.

Too often, the law supports systems of power that violate our most fundamental rights and prevent people from living with dignity. We use creative and aggressive legal strategies against the most virulent forms of oppression to push the law to meet the demands of justice. Our advocacy team works with systems-impacted communities and movement partners to build power at the margins and co-design political and cultural interventions that advance the vision of the world we want to see. Through strategic communications, we shift the dominant narratives that normalize rights violations and increase public support for our efforts.

Our approach is holistic, fearless, and relentless. By partnering with communities fighting for social justice and centering their struggles for liberation, we are able to transform systems, policies, and public narratives.

Position Summary: The Advocacy Program Manager (APM) will advance the mission of the Center for Constitutional Rights' Advocacy Team through the development of dynamic advocacy campaigns, political engagement strategies, coalition, network and alliance building, cultural programming, and research, writing and popular educating on issues of social justice. APMs are political thought-leaders with a range of experiences in community organizing, campaigning, story-telling, and human rights defense. The Advocacy Team employs a movement advocacy approach that centers the vision, goals, and needs of systems-impacted communities in co-designing a range of interventions.

The APM will work closely across departments and lead CCR's work with movement partners and allies challenging state and corporate abuse across the four pillars of our work: structural racism (including white supremacy); structural gender oppression (including cis-heteropatriarchy); oppressive economic structures; and oppressive state power. You will join an advocacy team engaged in struggles to end mass criminalization, policing and incarceration of Black and brown communities throughout our carceral society, including Guantanamo; to challenge xenophobic immigration schemes; to halt corporate abuse and capture of state decision-making processes; and to stand with freedom fighters and social movements, including those working to secure

LGBTQIA+ rights, Palestinian human rights, and environmental justice. Our organization is particularly interested in expanding our economic justice work, including the criminalization of poverty and exploitation of workers, as well as our gender justice work, including reproductive justice.

The ideal candidate is a deeply political and creative professional committed to achieving the vision of impacted communities and social movements in the U.S. and internationally. You bring background and experience in CCR's issue areas and expertise in a range of advocacy strategies, as well as superb ability to communicate effectively both orally and in writing. Join forces with activists, lawyers, and storytellers to fight oppression and build the power of impacted communities and social movements in the U.S. and internationally.

Responsibilities:

- Conceive, develop, implement and manage complex short and long-term advocacy campaigns and initiatives that advance the organizational mission and support our clients, cases and/or projects, in collaboration with other staff members;
- Research and identify appropriate and strategic domestic and international advocacy opportunities;
- Engage in public outreach and education efforts (including drafting of materials such as toolkits, fact sheets, reports and opinion pieces) and public speaking;
- Develop, plan, and execute public events and programming in coordination with the Strategic Events Manager that advance the organizational mission and support our clients, cases and/or projects;
- Develop and maintain relationships with local, national and international allies (including community organizations and activists, cooperating attorneys, co-counsel, progressive lawyers, students and NGOs) to support movements for social change and human rights issues with which the Center for Constitutional Rights is engaged;
- Draft action alerts, blogs and other web and social media-related advocacy and campaign materials, as well as other thought leadership tools to disseminate the organization's unique political perspective;
- Engage in lobbying and conduct strategic policy research and briefings on the organization's issues for legislators, policymakers, activists and other advocates;
- Travel domestically and internationally as appropriate to meet with clients, allies, donors, and to advance advocacy strategies;
- Work with and supervise advocacy student interns and volunteers as appropriate;
- Provide information about advocacy work to other departments as requested;
- Participate in departmental and organizational planning and projects, and organization-wide committees, as designated
- Other related work as assigned by the Advocacy Director.

Qualifications:

- A belief in the mission of the Center for Constitutional Rights
- Minimum of 4 years experience required; preferably a minimum of 7+ years of working effectively in coalitions for social change, and navigating grassroots, state, national and international audiences
- Deep commitment to working with, and taking direction from, impacted communities, clients, and grassroots organizations to advance their goals
- Ability to develop sophisticated strategies and approaches to effective advocacy around a variety of social justice issues, and to draw connections between a range of contexts

- Interest, and ideally experience, in international human rights issues and mechanisms
- Demonstrated ability to collaborate with and lead teams
- Willingness to travel domestically and internationally as appropriate to meet with clients, allies, and donors, and to advance advocacy strategies
- Non-English language skills a plus
- Strong organizational and time management skills, including proven ability to efficiently manage multiple tasks and priorities under tight deadlines and in a fast-paced environment
- Excellent problem-solving skills, including the ability to anticipate problems and use judgment appropriately to plan solutions
- Superb attention to detail with a high level of accuracy
- Excellent written and interpersonal communications
- Strong digital skills for purposes of advocacy, with proficiency in MS Office applications, Adobe and Google applications; CRM experience with CRM and digital advocacy platforms preferred
- Ability to work both independently and as a member of a team
- Professionalism, initiative, and personal responsibility
- Integrity, grace under pressure, and a sense of humor
- Multicultural competence and comfort – ability to work with a diverse team and to work across differences at all levels;
- Comfort working in a progressive legal and advocacy environment

Compensation: Salary is commensurate with experience and subject to union collective bargaining agreement. The salary range for the position is \$79,291 through \$99,074.

Benefits include employer contribution to 401K plan and flexible spending account, vacation, sick leave, and holidays, and 100 percent organization-paid health benefits including medical, dental, life, and short- and long-term disability insurance.

Contact: Qualified candidates should visit <https://ccrjustice.wufoo.com/forms/advocacy-program-manager/> to submit an online application. Applicants will be asked to submit a resume, cover letter, and three (3) writing samples. No phone calls please.

CCR IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER AND ACTIVELY RECRUITS WOMEN, PEOPLE OF COLOR, PERSONS WITH DISABILITIES, AND LGBTQIA+ AND GENDER NON-CONFORMING PEOPLE.