



## **NEW POSITION ANNOUNCEMENT: LEAD ORGANIZER**

**Location:** New York City

**Start Date:** ASAP

### **ABOUT THE JUSTICE COMMITTEE**

The Justice Committee (JC) is a grassroots organization dedicated to building a movement against police violence and systemic racism in NYC. We organize New Yorkers of color who are directly impacted by racist and abusive policing to lead campaigns that decrease police violence, increase police accountability, and reduce the size, scope, and budget of the NYPD. For almost 40 years, the JC has been supporting and organizing families who have lost loved ones to the NYPD.

### **CANDIDATE PROFILE**

The ideal candidate is an experienced campaign organizer who has deep roots in racial and other justice movements and will be highly accountable to JC's members and constituents. We are seeking organizers with big hearts who are passionate about JC's mission and developing the leadership and power of those most impacted by abusive policing in New York.

### **Responsibilities include:**

#### **Campaigns and Programs**

- Lead development, implementation, and evaluation of organizing and policy campaigns to increase community safety, while decreasing reliance on law enforcement
- Work with members to implement projects that displace law enforcement in moments of crisis, harm and violence.
- Develop organizing skills and unity among directly impacted members and leaders.
- Strengthen and implement systems to engage members, supporters and allies in campaigns and program work.
- In collaboration with other relevant staff and member leaders:
  - Identify core needs and implement training, technical assistance, political education and skill-building to advance core priorities.
  - Ensure timely and effective internal and public communications to advance JC priorities.

**Alliance-Building:** Coordinate alliance and coalition-building efforts that increase movement power and advance JC's priorities.

## **Staff Supervision: Supervise 1-2 Organizers**

### **Shared Organizational and Administrative Work:**

- Participate in organizational meetings and events.
- Represent the organization to the media, in coalition spaces, and with allies, elected officials, targets and funders.
- Share infrastructure and administrative responsibilities with other staff.

### **Skills and Experience Needed to be Successful**

- Demonstrated commitment to the mission, goals and work of the Justice Committee;
- 3-5 years of experience planning and coordinating grassroots campaigns, particularly organizing low-income Black and Latinx communities.
- 3-5 years of experience base-building and developing the leadership of members in organizing campaigns.
- Track record in effective program planning, implementation, and evaluation.
- Strong interpersonal communication, facilitation, and training skills, including experience leading teams and groups to consensus decisions and collective action;
- Organized, detail oriented, and demonstrated ability to manage multiple campaigns, with a strong ability to prioritize areas of work.
- Ability to write and communicate clearly;
- Collaborative person who is also capable of working independently; and
- Ability to work evenings/weekends as necessary.

### **Additional Desired Skills and Experience:**

- Supervisory experience;
- Knowledge of the landscape of the New York City anti-police violence movement;
- Knowledge of the history and impact of police violence on Black, Latinx and other communities of color in NYC; and
- Bilingual in Spanish and English.

**Compensation:** This is a full-time, exempt salaried position with a generous benefits package that includes health, dental and retirement. Salary is commensurate with relevant experience based on JC's set compensation structure, which ranges from \$75-90k a year for this position.

### **Schedule**

While most work for this position will take place during business hours (10am-6pm), some evening and weekend work will be required based on campaign needs. JC recognizes that organizing can be labor intensive, especially when campaigns reach critical points. We take staff well-being and sustainability seriously and provide additional PTO (beyond what is annually allotted) after sustained periods of high intensity.

**To Apply:** Please send a resume and thoughtful cover letter outlining how your skills and experience meet the qualifications of the position and your analysis of police violence and its

impact on low-income communities. Please state in your cover letter how you heard about this opportunity. Please send applications to [apply@justicecommittee.org](mailto:apply@justicecommittee.org) using the following conventions:

Subject line: Application: Director of Programs and Campaigns

Cover Letter: yourfirstname\_yourlastname\_coverletter.doc

Resume: yourfirstname\_yourlastname\_resume.doc

The Justice Committee is an Equal Opportunity Employer that actively recruits women, people of color, persons with disabilities, persons with diverse gender and sexual identities, immigrants, and formerly incarcerated persons to apply for open positions.

**Applications Deadline:**

Applications will be reviewed on a rolling basis with priority given to those received before Aug. 21, 2026. Application deadline open until filled. No phone calls please. We appreciate all applicants, but please be advised that we can only respond to those we intend to interview. For more information about JC, please visit our website at [justicecommittee.org](http://justicecommittee.org)