



Southwest Missouri Organizer

- Position:** Southwest Missouri Organizer
- Reports to:** Director of Organizing and Campaigns
- Salary:** Starting \$55,000 - 58,000, commensurate with experience
- Benefits:** 100% Health (medical, dental, vision) insurance, life insurance, abortion coverage, retirement plan, unlimited PTO (with a 3-week minimum), paid family and medical leave, education benefit and professional development opportunities, hybrid work community, remote work reimbursement
- Status:** Full time exempt
- Location:** In or around Springfield, Southwest MO

Abortion Action Missouri is seeking a Southwest Missouri Organizer to lead ongoing efforts in Springfield and Southwest Missouri.

Who We Are

Abortion Action Missouri is dedicated to building and sustaining a constituency that uses the political process to guarantee reproductive freedom for every Missourian. Our mission is to foster and sustain a Midwest movement for control of our bodies, lives, and futures. We envision a world with stigma-free abortion access and reproductive freedom for all. With 60,000+ members, we are the largest statewide grassroots organization working exclusively on reproductive rights issues. Abortion Action Missouri is a grassroots 501(c)(4) advocacy organization. Two additional affiliated organizations help advance Abortion Action Missouri's mission. The Abortion Action Missouri Foundation (a 501(c)(3)) conducts public education and research intended to increase public awareness of relevant reproductive health, rights, and justice issues. The Abortion Action Missouri PAC (AAM PAC) is the political action committee that conducts direct electoral work with and for pro-abortion candidates.

Who you are

The ideal candidate will have a passion for recruiting volunteers and developing leaders who want to join the movement to rebuild abortion access in Missouri. They will be eager to build trusting relationships with volunteers rooted in self-interest and shared values, and use trusting relationships to compel people to take part in voter engagement activities including door-knocking and phone banking. They will work with leaders to develop and execute strategic campaigns to build political power for Missourians who support abortion access and reproductive freedom.

What You'll Do

The Southwest Missouri Organizer is based in or nearby Springfield. The organizer will report to Alex Cook, Director of Organizing and Campaigns. They will be responsible for the following:

- Conduct extensive outreach to potential volunteers through door knocking, phone calls, digital outreach, community engagement, and rigorous follow up
- Develop and sustain local leadership teams of dedicated volunteers that will co-own strategy campaigns and initiatives
- Invite people to take part in actions that build political power including door knocking, peer-to-peer conversations, phonebanking, storytelling, legislative action, and community outreach
- Build strong relationships with volunteers through highly effective 1on1 conversations
- Facilitate trainings, political education sessions, meetings
- Participate in public speaking at organizational and community events
- Work with the organizing team to set organizing goals and carefully track progress to goals
- Rigorous debrief and reflection on your work and development as a leader

Must-haves

To be successful in this job, you will excel the following areas:

- **Passion for people:** You love talking to people and learning their stories with curiosity and compassion. You develop strong relationships with volunteers and leaders through a deep understanding of their stories and self-interest.
- **Learning and self-reflection:** Becoming an effective organizer is a lifelong process. As an organization, we want to foster an environment where every staff member is able to grow their skills, power, and leadership. As an Organizing Fellow with Abortion Action Missouri you will be asked to grow, learn new skills, and support others in their own growth. We take reflection and debrief seriously and will ask you to reflect on your achievements and growth edges, and then incorporate learning into your work.
- **Proactive problem solving:** Organizing is reorganizing. When confronted with unexpected setbacks or challenges, you will need to figure out how to pivot, problem solve, seek support where needed, and take proactive steps to address set-backs.
- **Drive:** You are serious about building people power and can address issues with the utmost urgency when the moment calls. You can push through in hard moments and lead others.
- **Risk taking:** You are willing to try new things and do things outside of your comfort zone.

What else you need to know

- Knowledge of issues related to abortion access and prior experience in grassroots organizing are a benefit, but are not requirements.
- This position will also require utilizing Google Drive, Slack, EveryAction, and VAN. We will provide support and training to utilize these tools as needed.
- Regular weekend and evening work will be required.
- This position will require regular, reliable access to a vehicle for transportation.

If you were here right now, you would be:

- Preparing for an upcoming leadership team meeting
- Making phone calls to recruit volunteers to attend an upcoming membership meeting
- Having a 1on1 conversation with a volunteer who would like to be more involved
- Leading a volunteer phonebank

To apply: please send a resume to jobs@abortionactionmissouri.org as well as a brief cover letter responding to the following question: *Why do you want to organize to win abortion access in Missouri?*

Applications will be accepted on a rolling basis until January 6, 2025

Hiring Timeline:

- Interview invitations will be extended on a rolling basis
- Interviews will be conducted beginning early December
- Start date: Early January - early February

Abortion Action Missouri values and respects diversity in its many forms: race, ethnicity, national origin, ability, class, faith, age, gender identity, sexual orientation, and experience. We welcome a broad array of applicants. Inclusivity is important to our mission and daily work.

Abortion Action Missouri is an equal opportunity employer and does not discriminate on the basis of race, color, religion, national origin, gender, age, sexual orientation, gender association, gender expression, marital status, military status or physical or mental disability.

The Abortion Action Missouri team is committed to protecting our team and our community. All applicants must be fully vaccinated against COVID-19. Reasonable accommodations will be considered.

THIS JOB DESCRIPTION IS NOT INTENDED TO BE A COMPLETE LIST OF ALL RESPONSIBILITIES, DUTIES, OR SKILLS FOR THIS POSITION AND IS SUBJECT TO REVIEW AND CHANGE IN ACCORDANCE WITH THE NEEDS OF THE ORGANIZATION.