



ANNE ARUNDEL
CONNECTING TOGETHER



People Acting
Together
HOWARD COUNTY, MARYLAND

Action in Montgomery (AIM), Anne Arundel Connecting Together (ACT), and People Organizing in Howard (PATH) seek to hire a full time Communications Director

We are three sister organizations focused on building people power with local congregations and schools in Maryland. We train and develop community leaders to act on issues of economic justice and racial equity, to hold elected and corporate officials accountable, and to act together to win needed changes.

WHY WORK FOR AIM/ACT/PATH

- **Big Impact:** We have impacted tens of thousands of people by organizing people power to shape education, housing, jobs, youth, racial equity and economic justice. We are a vehicle for community leaders to act together, giving them a seat at the table that shapes Maryland and consequently, the national landscape.
- **Great People:** Work alongside and in the service of a talented, visionary, dedicated and diverse team of leaders. We are driven to build power for the people and we work hard. We take the work seriously but try to not take ourselves too seriously. We also strive to do so with joy, a sense of humor and balance.
- **Opportunity to grow:** We aim for a work culture of learning, growth, and development. We strive to make sure that everyone has an opportunity to work on projects that stretch them and are deeply meaningful. We all roll up our sleeves to pull our weight when tasks need to get done and collaborate on collective actions. Be a part of a team made up of interesting, smart, passionate people who are deeply committed to their growth and the growth of each other. We are connected to a statewide, regional and national network of other like-minded organizations including the Washington Interfaith Network, Greater Cleveland Congregations, Greater Boston Interfaith Organization, and Common Ground in Milwaukee.

AIM is an equal opportunity employer. Black, Indigenous, and People of Color (BIPOC) are strongly encouraged to apply.

POSITION DESCRIPTION:

We are looking for a talented content creator who will help reinforce current organizing strategies and develop new communications strategies to help us persuade, engage, organize and win on issues of equity and justice. This includes communications with members, potential members, allies, donors, news agencies, voters and community decision-makers. Our ideal candidate is an excellent writer and multiplatform producer and editor. We are looking for a candidate with strong written and visual storytelling skills; someone who is effective at producing photos, graphic design and video. We are looking for someone who is creative and



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collaborative and quick to deliver compelling and shareable content. We require a deep commitment to social justice and racial equity rooted in building the power and leadership of community leaders.

RESPONSIBILITIES:

- **Lead content/ storytelling/communications strategy** with our members, donors and allies through engaging emails, short mailers, campaign infographics, short videos, and other methods of communication.
- **Create campaign strategies** for members and community leaders to engage with elected officials on local and statewide campaigns; create tools for leaders to use to engage their congregations, schools and communities to act on the issues we're working on.
- **Liaise with press** to increase turn-out for county and state-wide actions;
- **Lead strategy, presence and engagement** on social media platforms including Twitter, Instagram, Facebook, YouTube, and our webpages.
- **Draft and produce** annual reports, donor updates, issue briefings and fliers.
- **Develop content** to be published on our website regularly and create private, members only parts of the website to include campaign updates.
- **Create opportunities for leaders** to connect, engage with our campaigns virtually.
- **Assist in our re-branding process** as we come up with new ways to consolidate our power across three organizations and build a statewide organization.

INTERESTED?

Please send your resume and a sample of your work to admin@actioninmontgomery.org.

COMPENSATION & BENEFITS:

- Salary is based on experience, starting at \$50,000 (candidates less than 2 years of relevant work experience), up to \$80,000+ (for candidates with several years of relevant work experience)
- 40-50 hour work weeks, including some evening and weekend commitments
- 15 days paid time off; additional paid holiday leave and office closures; compensatory time off options available
- 403(b) retirement fund with 15% contributions and no match requirements, after 12 months of employment
- Up to \$10,000 each year towards health insurance premiums
- Monthly stipend towards internet, phone, as well as gas mileage reimbursement

QUALITIES OF A SUCCESSFUL COMMUNICATIONS DIRECTOR:



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1. Exemplary writing and editing skills.
2. Ability to frame ideas, develop stories and synthesize complex public policy issues in a creative way that appeals to a wide variety of audiences.
3. Demonstrated experience with design, photography and video editing programs preferred.
4. Outstanding interpersonal, presentation, communication, and time management skills.
5. Motivated to share expertise with people by training members and colleagues.
6. Excellent at keeping projects organized and shareable.
7. Commitment to economic justice and racial equity.
8. Ability to work in-person some of the time in suburban Maryland.
9. Fluency in Spanish - ability to think in, train, read and write Spanish - is a plus, but not a requirement

ABOUT ACTION IN MONTGOMERY:

Action in Montgomery (AIM) is a multi-racial people power organization in Montgomery County, MD. Our organization is made up of congregations, community groups, and schools organizing poor, working and middle class families on issues like immigrant rights, equity in education, affordable housing and transportation. Over the past 20 years, AIM has won over \$900 million for affordable housing. We won \$30 Million for the renovation of dilapidated community centers in four historic African American communities. We were key players in winning the Maryland Dream Act in the state legislature and on the ballot. Most recently AIM, in partnership with high-poverty elementary schools, has won the funding to create a new free high-quality after-school program for 1200 students through the power of parent organizing. We have won over \$70 million to build safer school buildings in long neglected LatinX and African neighborhoods. And there is more to be done.