



JOB ANNOUNCEMENT

Communications Manager

Overview

Partnership for Safety and Justice (PSJ) seeks a creative, motivated, and skilled communicator to be our new Communications Manager. Our ideal candidate is passionate about using data and story to shift narratives and advance a racial justice policy change agenda.

This new, full-time exempt position is based in Oregon. The Communications Manager will work collaboratively with communications, program, and development teams to research, develop, and implement communications materials, messages, and digital content that inspire audiences to take action for criminal justice reform.

This position will report to the Communications Director. Requires occasional weekends, evenings, and in-state travel (post COVID). PSJ staff is currently working remotely while maintaining a physical office in Portland, Oregon.

About Partnership for Safety and Justice

PSJ believes that the criminal justice system should uphold the values of accountability, equity, and healing; promote the safety of all communities; and help prevent harm. But Oregon's system is falling far short of that mandate with devastating consequences: tearing families apart, deepening racial disparities, and draining critical public resources from programs that help crime survivors heal.

In the face of these challenges, PSJ is leading a growing movement to transform Oregon's response to crime through innovative solutions. Founded in 1999, PSJ was the first advocacy group in the country to bring together both crime survivors and people convicted of crime to effect change. We focus on reforms that meet the needs of Black, Indigenous, Latinx, and other people of color who have been convicted of crime and who are survivors of crime, as well as organizations that represent their communities.

PSJ is focused on three strategic goals over the long horizon: shrink the corrections system, build local solutions, and transform the expectations and deliverables of the justice system. We work with both likely and unlikely allies to achieve our goals, including racial and economic justice advocates, organized labor, business leaders, victim advocates, prosecutors, sheriffs, police chiefs, and Democratic and Republican legislators.

PSJ's strategy includes working with Safety and Justice Oregon (SJO), an affiliated 501c4 organization that is supporting and empowering a growing group of legislators and district attorneys who are committed to advancing more effective solutions for Oregon's criminal justice system.

To learn more about us, visit safetyandjustice.org and sjoregon.org.

Who We Are Looking For

You understand that stories are what build a lasting movement for change and are excited to creatively elevate people's voices.

You are an effective communicator who thinks holistically about complex issues. You are great at identifying shared values, connecting dots between interests, and translating data into messages that are compelling to specific audiences.

Most of all, you are committed to raising the voices of Black, Indigenous, Latinx, and other people of color who are crime survivors and/or have been convicted of crime; and you are excited to help build a new way of responding to crime – one that advances racial justice, eliminates overcriminalization and mass incarceration, truly addresses the needs of people harmed by crime, and meets the needs of people and communities impacted by the criminal justice system.

Position Summary

Digital Assets and Social Media

- Develop, implement, evaluate, and refine a comprehensive social media and digital communications strategy that increases our visibility and reputation and supports organizational, policy, and development goals and needs.
- Manage websites, social media, and other digital communications channels and tools. Maintain and coordinate digital assets, including email and advocacy management software.
- Produce and publish clear and creative digital content, ensuring consistent messaging with a voice that is authentic and compelling to specific audiences.

Content Creation

- Research narratives, news, data, polling, and trends, and translate findings into compelling messages that support a change agenda.
- Produce original graphic design and layout with a consistent look and feel that reflects our brand identity, working with external graphic designers as needed.

- Collect stories through interviews with advocates, donors, stakeholders, and other supporters.
- Produce compelling visuals, creating and/or making use of still photography, videos, and infographics. Co-manage media library.
- Collect and analyze data and feedback on messaging, and revise and refine as needed.

Cross-Organizational Communications Support

- Support staff and partners in writing, reviewing, editing, proofreading, and designing content, including one-pagers, advocacy actions, fundraising appeals, reports, testimony, talking points, press releases, and event collateral.
- Support event coordination and planning.
- Participate in organizational development and team-building opportunities.

Qualifications and Experience

These qualifications reflect the primary skills needed for this position, but it's not required that you have all of them right now.

We value expertise gained both through lived experience and work experience. Candidates with exposure to criminal justice and/or crime survivor systems will bring valuable and necessary perspectives to our team.

We believe in personal and professional growth and transformation. If you like to learn and grow and have most of these, please apply.

- ✓ Experience in digital asset creation, social media coordination and advertising, research, and content and infographic creation. Excellent computer skills.
- ✓ Exceptional writing, editing, and verbal communications skills with demonstrated experience developing messages and disseminating them via appropriate distribution channels.
- ✓ Strong interpersonal skills with a demonstrated ability to work closely and effectively with people from different racial, cultural, and class backgrounds and across generations.
- ✓ Ability to analyze complex data and translate it into accurate, compelling, and accessible narratives and infographics.
- ✓ Strong project management skills and commitment to follow through. Demonstrated ability to coordinate multiple projects simultaneously and effectively prioritize tasks.
- ✓ Collaborative nature with a high capacity for working effectively in a team setting, as well as the ability to self-motivate and self-direct.

- ✓ Familiarity with or willingness to learn about trauma-informed or healing centered approaches to storytelling.
- ✓ Work or lived experience of the criminal justice system and its impact on crime survivors and people convicted of crime a plus.
- ✓ Spanish language skills a plus.

Compensation

\$50,000 - \$60,000, depending on experience. Excellent benefits package with full employee medical and dental insurance, flexible spending account (health care and dependent care), 4% of salary employer contribution to retirement investment account, and generous vacation, holiday, and sick leave.

How to Apply

Submit a current resume and cover letter (limit to 2 pages each) explaining your relevant experience and interest in this position. Interviewees will be asked for work samples and references.

Position will remain open until filled. For best consideration, email your application by 9:00 am on Monday, November 30, 2020 to cm@safetyandjustice.org.

Questions about the position or application process? Contact Aron at info@safetyandjustice.org or 971-230-1582.

Partnership for Safety and Justice is an equal opportunity employer committed to an inclusive, equitable, and multicultural work environment. We are stronger and more effective because of the different pathways that have led our team members to who they are today. People encouraged to apply include Black, Indigenous, Latinx, and other people of color; people who are gender non-binary; people with disabilities; LGBTQ candidates; survivors of crime; and people convicted of crime.