



National Organizing Director

Position Description:

Data for Black Lives is a movement of activists, organizers, and mathematicians committed to the mission of using data science to create concrete and measurable change in the lives of Black people. Since the advent of computing, big data and algorithms have penetrated virtually every aspect of our social and economic lives. These new data systems have tremendous potential to empower communities of color. Tools like statistical modeling, data visualization, and crowd-sourcing, in the right hands, are powerful instruments for fighting bias, building progressive movements, and promoting civic engagement.

But history tells a different story, one in which data is too often wielded as an instrument of oppression, reinforcing inequality and perpetuating injustice. Redlining was a data-driven enterprise that resulted in the systematic exclusion of Black communities from key financial services. More recent trends like predictive policing, risk-based sentencing, and predatory lending are troubling variations on the same theme. Today, discrimination is a high-tech enterprise.

The National Organizing Director will expand the hubs program by building the capacity of leaders on the ground to use data, direct action organizing and political education to make measurable change in the lives of Black people. As part of the leadership team, the National Organizing Director will be involved with the overall strategy and direction of the Data for Black Lives movement. The position will play an important role in working with the Research, Policy, and Operations Directors to develop and sustain relationships with the D4BL network to contribute to the social movements for abolition and liberation.

Primary Responsibilities:

Strategy

- The National Organizing Director will lead our national campaigns, coordinating work among our hubs and partners to build the breadth and depth of our global advocacy work.



DATA FOR BLACK LIVES

- Work with the Executive Director to develop the strategic vision for national and global campaigns that will build power across the D4BL hubs and broader network
- Work in tandem with the Director of Policy to deliver campaigns and programs that move the needle on city, state, and federal policies and engage a range of targets
- Co-create and coordinate organizing efforts with Policy & Research Directors as well as the rest of the leadership team
- Oversee leadership development, training and organizing capacity building for D4BL hub leadership

Field Building & Program Development

- Utilize existing operational systems (switchboard, hubs cohort model, convening spaces) to weave a powerful and responsive network of local organizing hubs driving impactful campaigns and efforts across the globe
- Work closely with Operations Director to build on and improve current systems
- Work closely with ED and Research Director to develop training modules, toolkits and curriculum to build the leadership capacity and collective efficacy of each hub

External Engagement

- Represent D4BL network on national and international coalitions and campaigns
- Engage in public speaking, media opportunities to promote the work of D4BL
- When relevant, represent D4BL at city, state and federal hearings by providing statements on the record and testimonies while also supporting hub leaders in speaking at these events

Qualifications

- 10+ years of experience with grassroots organizing and base-building
- Flexible and tenacious; creative and entrepreneurial; positive and optimistic when tackling challenges; high energy and goal directed
- Highly strategic and visionary thinker



DATA FOR BLACK LIVES

- Generalist with a deep understanding of technological issues as they intersect with public policy, civil rights and state sanctioned violence against Black communities
- Knowledge of and comfort speaking on the potential of technology to advance social change, build power for Black communities and how it can be reclaimed as protest, as accountability and as collective action.
- Excellent writing ability, communicator and storyteller; ability to make D4BL's work come alive through top-quality written materials, stories, and talking points
- Strong staff and program management skills, including experience supervising staff at different levels and across functional areas
- Ability and willingness to travel

Salary: 100k + Benefits

To apply: please email a cover letter and CV to info@d4bl.org.

Data for Black Lives is an Equal Employment Opportunity employer and actively recruits people of color, women, individuals with disabilities and members of the LGBTIQAA+ community.