



PLEASE POST: November 10, 2009

POLICE PRACTICES POLICY DIRECTOR

Application Deadline: December 18th 2009

Inquiries will be accepted after the deadline until position is filled.

The American Civil Liberties Union of Northern California (ACLU-NC) seeks a dynamic advocate to serve as Director of our Police Practices Program. For more than 20 years, the ACLU-NC's Police Practices Program has used a combination of legal, policy and legislative advocacy, public education, and organizing strategies to challenge police misconduct and abuse and advocate for meaningful police reform from local communities to the California legislature.

The Opportunity:

This position provides a unique opportunity for candidates who are passionate about civil rights and civil liberties. As the largest regional affiliate of the ACLU, the ACLU-NC has legislative, legal, policy, organizing, communications, youth activist and development departments, and uses these combined resources in pursuit of its strategic objectives.

The Director is responsible for developing and leading efforts to implement a progressive agenda for police reform utilizing legislative and administrative advocacy, media, community organizing and other campaign-based activities. The Director also works in collaboration with the ACLU-NC's Legal Department to identify legal strategies and act as a resource in developing cases related to policing issues.

Police Practices, Racial Justice, Technology and Civil Liberties, and Death Penalty comprise the ACLU-NC's dynamic Policy Department. The Director shares responsibility with other policy directors for supervising a program assistant and program interns. The Police Practices Director reports to the ACLU-NC's Associate Director and works in active collaboration with all departments of the ACLU-NC, as well as other ACLU affiliates in California and national projects of the ACLU.

Job Description:

The Police Practices Policy Director will develop and implement a strategic plan for achieving the policy objectives of the project. Priorities have included and may continue to include advocating for state legislation to open records of police misconduct; promoting civilian oversight of police; ensuring that new technologies such as Tasers and new surveillance techniques are not abused by law enforcement; reforming police department practices to combat racial profiling; and holding "know your rights"

workshops in communities. The Director will also continue to work with other members of the staff to identify new policy objectives, particularly related to: a) the lateral relationships between police departments and other parts of the criminal justice system, such as courts and prosecutors, and b) selective enforcement of drug laws and other policies that lead to excessive and racially disproportionate incarceration.

The Director will employ a multi-disciplinary approach to achieve these objectives, involving media, public education, grassroots organizing, litigation, and lobbying. The Director will respond strategically to emerging issues and crises in local communities through media advocacy, political organizing, and the provision of advice and support to local activists and public officials. The Director will develop strategies for exposing police abuse and misconduct when it occurs, improving transparency and accountability, and implementing lasting state-wide and local legislative and policy reforms.

The Director will serve as a public spokesperson and develop written materials for publication on police issues in a variety of forums. The Director should expect to travel throughout Northern California, especially in the Central Valley.

Qualifications:

Applicants must have a law degree or a relevant graduate degree and a minimum of three (3) years of experience related to civil rights, civil liberties or social justice advocacy. Bilingual skills desirable. Other qualifications include:

- a strong and demonstrated commitment to civil liberties and civil rights, and support for the goals of the American Civil Liberties Union;
- experience developing and implementing political, media, or legislative strategies;
- substantial experience in the criminal justice system or criminal justice reform efforts, and skill in identifying and seizing opportunities to have real impact on police policy reform;
- ability to initiate and shape a police practices agenda and program;
- eagerness to provide advice and counsel to other advocates and coalition partners;
- willingness and interest to work with reform-minded police chiefs, police officers, and professional associations to develop and promote shared goals;
- demonstrated ability to work independently and under pressure;
- excellent writing and analytical skills;
- strong skills as an articulate public advocate;

- ability to work cooperatively on a variety of projects with lawyers, other staff members, and with diverse community organizations and coalitions.

Compensation:

Salary based on experience. Excellent benefits include four weeks paid vacation; medical, vision and dental insurance for staff members and their dependents and spouses/ domestic partners; life and long-term disability insurance; defined contribution plan with employer match; and thirteen paid holidays.

To Apply:

Applicants should mail a resume and cover letter describing the applicant's interest in this specific position to the attention of Police Practices Position, ACLU of Northern California, 39 Drumm Street, San Francisco, CA 94111 or e-mail to HR-ED@aclunc.org.

About the ACLU of Northern California:

The ACLU is a nationwide, non-profit, non-partisan organization dedicated to the defense and expansion of civil liberties and civil rights. The ACLU of Northern California (ACLU-NC) was founded in 1934. It is the largest ACLU affiliate in the nation, with over 50,000 members, 22 all-volunteer chapters and a staff of 50, including a legislative office in Sacramento and a satellite office in San Jose.

*The ACLU-NC is proud to be an affirmative action employer.
All interested individuals, including people of color, women, persons with disabilities and persons who are lesbian, gay, bisexual, transgender or intersex are particularly urged to apply.*