

ACLU California Action

Executive Director Opportunity [Deadline Date November 30, 2023](#)

Overview

ACLU California Action seeks applicants for a full-time Executive Director. ACLU California Action, as part of a statewide power building strategy, advocates for the defense and advancement of civil liberties and civil rights in the State Capitol in collaboration with ACLU's three California Affiliates: ACLU of Northern California, ACLU of Southern California, and ACLU of San Diego and Imperial Counties. We work to secure greater equality, equity, justice, and freedom for all Californians, working in coalition with communities that have been impacted by the denial of justice. Our policy priorities are aimed at dismantling systems rooted in oppression and discrimination through an integrated advocacy approach that employs rigorous policy analysis, lobbying, communications, coalition-building, and member development. ACLU California Action is a 501(c)(4)* organization governed and funded by ACLU's three California affiliates for the purpose of statewide advocacy.

Position Overview

The primary duties of the Executive Director are: 1) Manage and lead ACLU Cal Action and staff; 2) Work collaboratively with the three ACLU affiliates, supporting statewide strategic alignment and impact; 3) Enhance the ACLU's impact on state policy by power building and providing strategic guidance and leadership on key policy priorities of ACLU in California; and 4) Maintain a deep sense of the electoral and political landscape and work in partnership with the affiliate staff to better position the ACLU in California to influence policy makers, state/local agencies, members and voters. In addition to leading ACLU Cal Action, the Executive Director serves as a senior member of key statewide strategy and executive teams, which provide overall guidance to the statewide collaboration of the three ACLU California affiliates. ACLU Cal Action has an operating budget of \$4 million and a staff of 15.

Location

Sacramento Based or Remote but must reside in California and be willing to travel regularly to Sacramento and other ACLU affiliate offices, as needed.

Compensation & Benefits

This position comes with a generous compensation and benefits package. This includes top quality, employer sponsored medical, dental and vision coverage for you and your family; a retirement plan with a 2% employer contribution—up to 5.5% with matching contributions; 22 paid vacation days, 10 days of sick time, and 20 paid holidays of the employee's choice annually; and robust life, disability, accidental death and dismemberment, and critical illness insurance plans. Salary range for this position is from \$215,000-240,000 depending on the applicant's experience.

ACLU CA Action advances equity and inclusion in the workplace by providing equal employment opportunity to support a work environment free from discrimination on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, military and veteran status, arrest or conviction record, and any other basis prohibited by law. The organization also provides reasonable accommodations for qualified applicants and employees with disabilities. This equal employment opportunity policy applies to all aspects of employment, including recruitment, selection, advancement, training, problem resolution, and separation from employment. Through this policy, ACLU CA Action strives to establish and maintain an equitable and accessible work environment that is supportive and free from discrimination

For a full description of this position, responsibilities, requirements, and applicant instructions, please see [About Us - ACLU California Action \(aclucalaction.org\)](#)