



Are you passionate about social justice and community organizing AND comfortable in the digital world? Do you want to learn about how to use your social media skills to organize online? We have an opportunity for you.

Courage Campaign is hiring a paid three-month Social Media Fellow to join our team. Powered by more than 1.4 million members, Courage Campaign leads the fight for a more progressive California and country. We focus on California -- the largest and most diverse state -- to pass bold progressive legislation and build power for national change. Courage Campaign is committed to identifying and supporting progressive leaders of color and building our team to reflect the diversity of California.

The Fellow will be an integral part of our passionate and dynamic team at the center of progressive politics in California. You'll gain meaningful insight into building campaigns and actions, and experience using social media to mobilize activists. The Fellow will also see first hand how we work as an innovative multi-issue advocacy organization and learn what a culture of dedication, drive, and excellence looks like in the digital space.

THE CANDIDATE: We're looking for a smart and driven candidate who is eager to learn about progressive politics, social justice, and community organizing in California. Our ideal candidate will take initiative, pay attention to detail, think "outside the box," and thrive working independently and on deadline.

THE JOB: The Fellow will work closely with Courage Campaign's team of experienced digital community organizers on a broad set of issues to help win progressive victories for California and the country. This work will include:

- Assist with daily drafting, copy editing and posting news articles and creative content to Courage Campaign's social media channels
- Help monitor social media and trending news items
- Perform basic audience engagement on social (replying to comments, DMs, etc.)
- Assist with promoting special programming, events, and fundraising campaigns
- Research influencers, news outlets, legislative officials, and organizations
- Assist with reporting and analytics
- Source images or craft custom posts, videos, and quote cards
- Keep up with social media best practices, new tools, and trends (including memes)
- Provide assistance with other social media projects as needed

MUST HAVES:

- Passion for progressive politics and social justice, dedication to fighting for social change, and interest in a broad set of issues.
- Solid social media writing skills.
- Strong work-ethic and a marked ability to produce work independently.
- Tech-savvy and skilled with social media platforms, Microsoft Office, Google docs, and navigating the Internet.
- Reliable internet access. Courage Campaign can provide a laptop, if needed.
- Design experience or skills is a plus!



LOCATION: California or willing to relocate to California. Courage is a "virtual office," so working from home is a necessity.

START DATE: January 17, 2019, and lasting three months.

PAYMENT AND SCHEDULE: Pay starts at \$15 per hour and the Fellow is expected to work 15-20 hours per week, with the possibility for more based on performance. Courage's primary office hours are 9am-6pm PST so hours are ideally worked within that time frame, but the schedule is flexible and changes can often be accommodated.

TO APPLY: Submit your resumé and responses to the application questions (within the specified word limit) below to jobs@couragecampaign.org. Please put "**Social Media Fellow**" in the subject line and send two attachments with your email: 1) resumé; 2) responses to application questions. **No cover letters, please.**

APPLICATION DEADLINE: January 9, 2019

Women and people of color are strongly encouraged to apply. Courage Campaign is committed to providing equal employment opportunity for all employees and all applicants for employment. All employment decisions at Courage Campaign are made without regard to race, national origin, religion, sex, age, disability, citizenship status, marital status, sexual orientation, gender, gender identity, AIDS/HIV status, genetic testing info, pregnancy, child birth, medical condition or political activities or affiliations.

MORE ABOUT THE ORGANIZATION: Courage Campaign leads the fight for a more progressive California and country. Powered by more than 1.4 million members, our dynamic and passionate team is helping shape the digital advocacy revolution. We organize in California -- the largest and most diverse state -- to create models and build power for national change.

California should be the progressive trailblazer for the country -- on climate change, gun safety, racial justice, health care, human rights, and so much more. We've touched on all of those issues and continue to make an impact, as well as through the following campaigns:

- #CaliforniaCounts is our newest campaign that focuses on the work everyday Californians are and can be doing to get out the vote and turn the House blue this November. We're putting the pressure on the most vulnerable Republican legislators in California who represent districts that voted for Hillary Clinton in 2016.
- We're helping California lead the nation in resisting Trump's hateful agenda. Just days after the election, we called on our members to join us in the Courageous Resistance. Thousands of members heeded our call to leverage non-violent direct action, neighbor-to-neighbor organizing, viral communications, and aggressive political accountability.
- In 2016, Courage Campaign launched CourageScore.org to reveal the courage (or lack thereof) shown in each California legislator's votes. It was and is the first progressive scorecard in the history of California politics that tracks legislators' voting records across a wide variety of issues.



- In 2015, we helped found the Kairos Diversity Fellowship with MoveOn, 350.org, Dream Defenders, Planned Parenthood, and other leading national organizations, to recruit and train organizers of color in cutting-edge digital campaigning. Courage Campaign is committed to identifying and supporting progressive leaders of color and building our team to reflect the diversity of California.

APPLICATION QUESTIONS

1. What is a powerful social justice campaign that you've observed or participated in during the past year, and why did you find it compelling? (150 words or less)
2. Describe yourself in a 140-character tweet. Include a hashtag that describes you.
3. Why are you interested in a fellowship with Courage Campaign? What do you want to learn or gain from the experience? (150 words or less)
4. How would you use your creative or community organizing skills to advance campaigns? Optional: Include links to your work. (150 words or less)
5. We're looking for candidates that are connected to the many diverse communities of California including immigrant, migrant, queer, trans, and communities of color. What are the networks and communities that you are a part of? How are you connected to them? (150 words or less)
6. What are you most proud of that you've accomplished thus far? (150 words or less)
7. We want to learn how applicants find out about our job openings. How did you learn about it? *One-word answers are fine.* (i.e. Idealist, Inclusv, campus job board, a specific person)