



Social Media Associate

Are you passionate about using your social media skills to organize communities online and advocate for social justice and progressive politics? We need you!

Courage Campaign is hiring a Social Media Associate to join our team. Founded in 2005, Courage Campaign organizes on a wide variety of issues and envisions California as a model of progressive, equitable, and truly representative democracy that sets the standard for our country. To get there, Courage Campaign believes that we must call out corruption and oppression, improve coordination and collaboration between progressive organizations, and demand that our representatives be both accountable to and reflective of the people they seek to serve.

Courage Campaign is committed to identifying and supporting progressive leaders of color and building our team to reflect the diversity of California. We have a formal equity program and active internal caucuses for both people of color and white staff.

THE JOB: The Social Media Associate, while working with the social media team, will focus on effectively executing Courage Campaign's social media program and strategy. This work will include:

- Drafting, copy editing, and posting of news articles and creative content
- Keeping Courage Campaign's social media channels up-to-date
- Monitoring social media and trending news items
- Performing basic audience engagement (replying to comments, DMs, etc.)
- Promoting special programming, events, and fundraising campaigns
- Researching influencers, news outlets, legislative officials, and organizations
- Reporting and analytics
- Sourcing images or crafting custom graphics, videos, and quote cards
- Keeping up with social media best practices, new tools, and trends (including memes)
- Updating members about our campaigns through various social media tools (Facebook Groups, Chat Bots, etc.)
- Upkeeping internal documents and resources
- Assisting with running social media ads
- Overseeing all internal social media projects and campaign needs

MUST HAVES:

- Passion for progressive politics and social justice, dedication to fighting for social change, and interest in a broad set of issues.
- Ties to California's diverse communities.
- Strong social media writing skills.
- Strong attention to detail.
- Strong work-ethic and a marked ability to produce work independently and on deadline.
- Ability to think "outside the box" and take initiative.
- Tech-savvy and skilled with Facebook, Twitter, Instagram, Google Docs, Adobe Suite, and navigating the Internet.



- Reliable internet access. Courage Campaign can provide a laptop, if needed.
- Design experience or skills.

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

START DATE: Mid-September 2019

PAYMENT AND SCHEDULE: Pay for the Social Media Associate position will be between \$36,774-\$45,032. This is a full-time, non-exempt position. Overtime will be incurred if the associate works more than 8 hours in a day or 40 hours in a week. Courage's primary office hours are Monday through Friday, 9am-6pm PT. Hours are ideally worked within that time frame, but the schedule is flexible and changes can often be accommodated.

BENEFITS:

- Full health insurance for you and one dependent
- Two weeks of vacation per year. Additionally, we observe the week between Christmas and New Year's Day as a holiday. One floating holiday
- Phone reimbursement of \$100/month (\$1200/year)
- Home internet reimbursement of \$75/month (\$900/year)
- Home office allowance \$200/year
- Flexible savings account for health care and dependent care, with \$500 employer contribution
- Access to 401K

TO APPLY: Submit your application to jobs@couragecampaign.org by Friday, August 30, 2019. Please put "Social Media Associate" in the subject line and attach: 1) your resumé (or the URL of your LinkedIn profile) 2) responses to the application questions below. Please use the following format to name the file(s) you attach: "First_Last_Resume" and "First_Last_Questions." ***No cover letters, please.***

APPLICATION DEADLINE: August 30, 2019

APPLICATION QUESTIONS

1. Describe yourself in a 280-character tweet. Include a hashtag that describes you.
2. 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)
3. Why are you interested in running Courage Campaign's social media platforms? (150 words or less)
4. What is a powerful social media tactic you've observed within a social justice campaign this past year? Describe why you found it powerful. (150 words or less)
5. Share a political meme you've seen recently that compelled you to action. Why did you find it compelling? (150 words or less)
6. Choose an article about the immigrant rights crisis at the border and draft sample share text for it.
7. How did you learn about this job opening? One-word answers are fine. (i.e. Idealist, Inclusv, campus job board, a specific person)



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.