



New Jersey Institute for Social Justice Associate Counsel for Redistricting

The New Jersey Institute for Social Justice (“Institute”) seeks a dedicated, creative, social and racial justice-minded person to serve as an Associate Counsel for Redistricting in the Democracy & Justice Pillar. This is a unique position that combines rigorous research, policy analysis and carrying out a community-driven advocacy campaign to help advance our mission and innovative agenda. The position will last one year, with the option of extended employment across the Institute’s three pillars.

The Institute’s Democracy & Justice Pillar advocates to build a progressive, policy-driven agenda to protect and expand democracy, particularly for people of color in New Jersey; to provide a space for robust discussions with candidates, policy makers, and elected officials, focused on social justice issues; to prepare voters to realize maximum participation in the next several election cycles and to collect and analyze data from elections to identify and offer policy recommendations to address voting barriers. In the last few years, the Institute built coalitions and advocated for various voting reforms in the state, including rights restoration, ending prison-based gerrymandering, Census outreach, online voter registration, ballot access during COVID-19, redistricting, same-day registration, early voting, and limiting police presence at voting locations.

The Associate Counsel will conduct research and policy analysis on issues related to legislative, congressional and local redistricting in New Jersey and will help develop and conduct advocacy and public education strategies to advance the Institute’s priorities of racial equity and public participation. The Associate Counsel will also work with the statewide Fair Districts NJ Coalition and the Institute’s local and state partners to advance the redistricting work.

Roles and Responsibilities:

- Develop and conduct original research, reviews of existing research, and policy analysis pertaining to legislative, congressional and local redistricting, including but not limited to: the redistricting process in New Jersey, legal requirements for redistricting, geographic and racial demographics of the state to ensure racial equity in the map process, map drawing and prison-based gerrymandering.
- Create and disseminate public education materials related to redistricting and draft policy papers and advocacy material regarding redistricting and gerrymandering.
- Work with Institute and partner staff to develop, incubate, and advocate for bold and

innovative policies, including reforms to New Jersey's redistricting process.

- Research and draft op-eds, online articles, and opinion pieces.
- Engage in public speaking, including with the media and at community events for both expert and lay audiences.
- Create and implement social media campaigns for public education related to the voting rights.
- Work in coalition with partner organizations and community leaders to organize a redistricting public participation campaign with a focus on Black and other communities of color.
- Engage in community outreach to identify and deepen relationships with community stakeholders and key policymakers.
- Track national, state, and local developments in redistricting and gerrymandering research and policy.
- Assess, research and assist in any relevant legal challenges to the redistricting process in New Jersey.

Minimum Requirements:

- J.D. required.
- 1-3 years of legal, civil rights and social justice, public policy, legislative advocacy, community-based policy advocacy, and/or organizing experience. Clerkships are counted as legal experience.
- Demonstrated ability to build and work effectively with diverse coalitions and community groups and to work across political ideology, race, ethnicity, socio-economic circumstances, religion, gender, and sexual orientation.
- Outstanding research, writing, and oral communication skills; superior attention to detail; ability to work on multiple projects simultaneously; good problem-solving skills and a positive, professional attitude with excellent judgment, flexibility, determination and grace in a fast-paced office.
- The ability to use map-drawing software and analyze Census data.
- Demonstrated experience conducting policy analysis and research (qualitative and quantitative), as well as using policy analysis and research for public education and policy advocacy purposes.
- Experience in translating technical analyses into compelling advocacy messages.
- Demonstrated familiarity and confidence with reviewing data and statistics on voting and political participation from a variety of sources is preferred.
- Integrity, honesty, and a balanced, non-partisan approach.
- Ability to think creatively and develop new and innovative research, policy, and advocacy strategies.
- The ability to work effectively in a collaborative context, both internally and externally.
- Excellent judgment and follow through.
- Outstanding interpersonal skills. Tenacity, flexibility, resilience and high energy.

Compensation:

This is a full-time, at-will position. Salary is commensurate with experience and includes excellent benefits, including health, dental, vision, and life insurance, travel stipend, Medical Expense Reimbursement Program, a 401(k) plan with an employer contribution, and generous vacation, sick, and holiday leave. This is a grant funded position.

Applications:

Applications will be accepted until the position is filled. Please email your cover letter, resume, two professional writing samples (of different styles) on which you are the primary author, and three professional references to recruitment@njisj.org. Please submit your application materials via Microsoft Word or Adobe PDF. Include all attachments in a single email stating, in the subject line, "Associate Counsel."

About the New Jersey Institute for Social Justice:

The Institute is an equal opportunity employer and values a diverse workforce and an inclusive culture.

The Institute's mission is to empower urban residents to realize and achieve their full potential. Established in 1999 by Alan V. and Amy Lowenstein, the Institute's cutting-edge racial and social justice advocacy seeks to empower people of color by building reparative systems that create wealth, transform justice and harness democratic power—from the ground up—in New Jersey. Known for our dynamic and independent advocacy aimed at toppling load-bearing walls of structural inequality to create just, vibrant and healthy communities, we are committed to exposing and repairing the cracks of structural racism in our foundation that erupt into earthquakes in communities of color. The Institute advocates for systemic reform that is at once transformative, achievable in the state and replicable in communities across the nation.