

# GENDER/ JUSTICE

## Now Hiring Program Manager, North Dakota

**Reports to:** Political and Organizing Director

**Position Status:** Exempt, Salaried; (40 hours/week). Salary: \$75,000-\$85,000/year plus benefits described below.  
Must live in North Dakota, preference for those based in the Red River Valley.

**To apply:** Apply through [our application form](#) and upload a PDF of your resume and cover letter. Priority deadline to apply is September 30th.

### **Organization:**

Gender Justice is a nonprofit legal, policy and advocacy organization based in St. Paul, Minnesota working in Minnesota and North Dakota to advance gender equity through the law. We fight discrimination based on sex, gender, sexual orientation, or gender identity. We represent clients directly in state and federal court and before administrative agencies in impact and strategic litigation cases. In addition to pursuing justice through the legal system, we also advocate for policies that expand gender equity and educate the public about their rights and how to fight gender discrimination. We employ grassroots organizing, coalition building, and strategic communications and narrative strategies to create the movement momentum and cultural conditions for gender equity to flourish.

### **Position Summary:**

Gender Justice is seeking a Program Manager to join our Advocacy team to lead our work in North Dakota. This position will play a key role in building grassroots power, shifting narratives, and advancing policies that ensure every North Dakotan can live free from gender-based discrimination. Last year, we filed lawsuits challenging both the state's abortion ban and its ban on gender-affirming care for minors. We also advocated at the legislature to defend the rights of North Dakotans to live free from gender-based discrimination. But as attacks on our basic rights escalate, we know that the law alone will not be enough—we must also build strong movements, change hearts and minds, and increase public support for transgender people and reproductive freedom. The Program Manager will lead strategies that connect legal, policy, and cultural

change, ensuring that North Dakota becomes a state where everyone is treated equally regardless of gender identity, gender expression, or reproductive decisions.

## **Responsibilities:**

### **Program & Campaign Management**

- Lead state-based advocacy and organizing campaigns in alignment with Gender Justice's legal, policy, and narrative change strategies.
- Manage multiple projects simultaneously, ensuring timelines and deliverables are met.
- Track and evaluate progress toward campaign and program goals, providing regular updates to the Advocacy team.
- Supervise organizing or other program staff if funding permits.

### **Narrative & Culture Change**

- Elevate stories of North Dakotans impacted by attacks on gender equity, reproductive and transgender rights to increase empathy and understanding statewide.
- Partner with communications staff to develop compelling content for social media, press, and organizing campaigns.
- Identify opportunities to shift public narratives and culture in support of gender equity.

### **Organizing & Advocacy**

- Develop and implement organizing strategies to build public support for gender justice issues in North Dakota, with a focus on transgender rights and reproductive freedom.
- Engage directly with community members through door-knocking, phone banking, and other outreach tactics to grow and mobilize a base of supporters.
- Recruit, train, and support volunteers and community leaders to take action and share their stories.
- Build and sustain relationships with allied organizations, coalitions, and local leaders across the state. Represent Gender Justice in North Dakota coalition spaces, including helping to organize the next People's Session.

### **Legislative Engagement**

- Support legislative advocacy efforts, including mobilizing supporters to contact legislators, attend hearings, and engage in other actions.
- Help coordinate rapid response to harmful legislation and proactive campaigns that advance gender justice.

### **Administration & Team Collaboration**

- Maintain accurate data on supporter engagement and outreach activities.
- Collaborate with teammates using phone, Slack, and other communication tools.
- Contribute to a supportive, collaborative team culture grounded in Gender Justice's values.

## **Qualifications:**

- Some prior experience developing and executing organizing and advocacy strategies.

- Clear and dedicated commitment to LGBTQ equity, trans rights, and full reproductive health care for all, with a commitment to an intersectional framework that includes, but is not limited to gender, economic, and racial justice.
- Strong communication skills, verbal and written.
- Experience with doorknocking, phone banking, and other modes of communicating with voters and a willingness to complete shifts by yourself or through volunteer recruitment.
- Ability to work independently.
- Experience with database management.
- Comfortable working independently as part of a remote team and communicating over phone, Slack, and messaging programs.
- Strong project management and organizational skills.
- Strong attention to detail and ability to adapt to shifting priorities and timelines in a dynamic work environment.
- Collaborative team player with strong interpersonal and communication skills.

**Desired (but not required) Skills and Experiences:**

- Experience building or leading a local activist organization, including creating effective structures, decision-making, fundraising, leadership training, and campaign development.
- Fluency in additional languages beyond English.
- Experience creating externally facing, written and/or visual content for organizing campaigns.
- Experience supervising people.

Studies show that people from underrepresented backgrounds often hesitate to apply unless they meet every requirement. If you're excited about this role and believe you can make a strong impact, we encourage you to apply. We value lived experience, transferable skills, and a growth mindset.

*Employees are eligible for employer-subsidized health and dental insurance, unlimited paid discretionary leave, and 3% employer contribution to retirement plan. 12-weeks fully paid parental and medical leave for employees working at least 20 hrs/week after six months. 12-weeks fully paid sabbatical leave after five years.*

*Gender Justice is an equal opportunity employer. We seek to build a staff reflective of our values of equity and inclusion with regard to race, culture, ethnicity, class, religion, physical ability, age, gender, gender identity, and sexual orientation. As an organization working in solidarity with the reproductive justice, economic justice, and racial justice movements, Gender Justice is committed to fostering the leadership of women, people of color, Native and indigenous people, LGBTQ and trans people, immigrants, and others living in marginalized communities.*