Now Hiring
North Dakota Legislative Advocate

Reports to:	Political Director
Position Status:	Consultant
Contract Period:	January-May, 2027 Monthly retainer negotiable for approximately 40 hours a month. This is a Bismarck, North Dakota based position.
To apply:	Submit your resume and cover letter by emailing info@genderjustice.us. We will begin reviewing applications on December 2, and will consider applications until the position is filled.

Organization

Gender Justice [501(c)3] and Gender Justice Action [501(c)4] are nonprofit legal, policy, and political advocacy organizations working in Minnesota and North Dakota to advance gender equity through the law. We work to create a world where everyone can thrive no matter their gender, gender identity or expression, or sexual orientation. Central to this work is dismantling the legal, political, and structural barriers to gender equity. We represent clients directly in state court and before administrative agencies in impact litigation cases. In addition to pursuing justice through the legal system, we advocate for policies that expand gender equity and seek to educate and shape public understanding about gender barriers. We employ 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 part-time North Dakota Legislative Advocate to support our policy and political advocacy during the 2027 North Dakota legislative session. Working closely with Gender Justice's North Dakota Program Manager and Political Director, the Legislative Advocate will monitor legislation, build relationships with legislators and coalition partners, represent Gender Justice's policy priorities at the Capitol, and help advance gender equity through legislative advocacy.

This position will play an important role in advancing Gender Justice's North Dakota priorities, including LGBTQ+ equality, reproductive freedom, and broader gender equity. The advocate will also help strengthen Gender Justice's relationships and presence in North Dakota and connect our work with the broader network of advocates and organizations working to advance equity across the state.

This is a contract position running from January through May 2027. The time commitment will vary depending on legislative activity, advocacy priorities, and organizational needs, with increased engagement expected during active periods of the legislative session. There is no

predetermined weekly hour requirement. The anticipated workload, scope of work, availability, and compensation will be discussed and mutually agreed upon with the selected contractor.

Responsibilities

The North Dakota Legislative Advocate will be responsible for the following activities, in addition to other duties as assigned:

Legislative Advocacy and Monitoring

- Monitor North Dakota legislative activity and identify bills, policy developments, and opportunities relevant to Gender Justice's priorities.
- Develop and support legislative strategies to advance gender equity and respond to legislation that threatens LGBTQ+ rights, reproductive freedom, and gender equity.
- Build relationships with North Dakota legislators, legislative staff, state agencies, and other key decision-makers.
- Represent Gender Justice in legislative meetings, hearings, and other advocacy settings.
- Support the development of testimony, talking points, bill summaries, and other legislative advocacy materials.

Coalition Building and Relationship Development

- Build and maintain relationships with North Dakota-based organizations, advocates, and community leaders.
- Participate in relevant coalition meetings and coordinate with partners on shared legislative priorities.
- Help identify opportunities for collaboration and collective advocacy across North Dakota's progressive and equity-focused movements.
- Support efforts to strengthen Gender Justice's presence and relationships in North Dakota.

Communication and Coordination

- Maintain regular communication with Gender Justice's North Dakota Manager and Political Director about legislative developments, advocacy opportunities, and challenges.
- Provide timely updates and strategic recommendations on legislation, political dynamics, and legislative activity.
- Coordinate with Gender Justice staff to ensure alignment between North Dakota advocacy, organizational priorities, and broader state and regional strategies.

Strategic Support

- Provide insight and advice about North Dakota's political landscape, legislative processes, and opportunities to advance gender equity.
- Help identify emerging policy issues and threats affecting LGBTQ+ people, reproductive freedom, and gender equity.
- Support the development of longer-term relationships and advocacy strategies that strengthen Gender Justice's work in North Dakota.

Skills, Experiences, and Attributes

The ideal candidate will bring many of the following skills, experiences, and attributes. We don't expect any one person to have every qualification listed below. If this role aligns with your values and experience, we encourage you to apply.

Must Haves:

- Knowledge of North Dakota's legislative process and political landscape.
- Experience with legislative advocacy, lobbying, policy work, or government relations.
- Strong relationship-building and communication skills, including the ability to work effectively with legislators, coalition partners, and diverse stakeholders.
- Ability to assess legislation, understand policy implications, and communicate complex information clearly.
- Strong organizational skills and the ability to manage multiple priorities in a fast-paced legislative environment.
- Ability to work independently while coordinating effectively with a remote organizational team.
- Commitment to gender equity, LGBTQ+ equality, reproductive freedom, and racial and social justice.
- Ability to work in Bismarck and attend legislative hearings, meetings, and other in-person advocacy activities as needed.

Nice to Haves:

- Existing relationships with North Dakota legislators, policymakers, and advocacy organizations.
- Experience lobbying on LGBTQ+ rights, reproductive freedom, gender equity, or related policy issues.
- Experience working in or with nonprofit advocacy organizations and coalitions.
- Familiarity with grassroots organizing and movement-building strategies.
- Experience working with communities most impacted by gender inequity and discrimination.

Contract Structure and Compensation

This is a part-time independent contractor engagement running from January through May 2027. The workload and hours will fluctuate based on the legislative calendar, organizational priorities, and emerging advocacy needs. Gender Justice will work with the selected contractor to establish an agreed-upon scope of work, anticipated level of engagement, availability, and compensation before the contract begins.

The selected contractor will be responsible for their own taxes, insurance, and other expenses associated with independent contractor status, as outlined in the contract agreement.

Benefits

As this is an independent contractor position, the contractor is not eligible for Gender Justice employee benefits, including health insurance, paid leave, or retirement contributions.

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+, immigrants, and others living in marginalized communities.