



**Organizer**  
Non-exempt, Full-Time, Regular Position  
Tucson, AZ  
December 8, 2025

### **Organizational Background:**

Just Communities Arizona is transforming Arizona's approach to public safety by imagining, building, and resourcing community-based solutions outside of the punishment system. JCA's purpose is to *redefine safety*, moving toward a more holistic, generative approach that creates safety for everyone on every level—physical, emotional, social, and economic. We are developing a comprehensive, multi-sector *safety ecosystem*—one that is holistic, community-driven, and focused on addressing social and public health problems, seeking accountability, healing harm and trauma, and building cohesive, interdependent relationships.

### **Position Summary:**

The Organizer will work closely with the Community Safety Incubator Program Manager to expand the reach, visibility, participation, and effectiveness of Community Safety Incubator Projects. Primary activities are outreach and recruitment, participant communication, organizing and facilitating meetings and activities, and data entry, analysis, and reporting.

### **Specific Responsibilities include, but are not limited to:**

1. Outreach to individuals and groups, including flyer, presentations, group activities, event tabling and one-to-one meetings.
2. Meet with prospective program participants to explain Community Safety Incubator Projects (CSIP's), and outline the guidelines and parameters, process and general timelines, expectations and commitments from Community Safety Team members.
3. Network and build relationships with stakeholders and allied organizations.
4. Assist Program Manager in planning, organizing, and overseeing project activities.
5. Collect, organize, and file required paperwork for Safety Team members, contractors, and other participants.
6. Assist with distribution and collection of survey questionnaires.
7. Analysis of questionnaire data.
8. Mobilize members for advocacy efforts and events.
9. Coordinate with other JCA work and projects as needed.

### **Qualifications:**

1. 1-2 years organizing experience with grassroots, labor, or community organizations, incarcerated people, or neighborhood groups in Arizona.
2. Familiarity with the criminal justice system and involvement in the movement to end mass incarceration.
3. Demonstrated ability to identify, cultivate, motivate, and activate members/volunteers.
4. Motivation, self-direction, and ability to work with limited/remote supervision.
5. Experience leading and facilitating meetings and group processes.
6. Proficiency in Microsoft Office (Word, Excel, PowerPoint, Outlook) and Google Docs.
7. Ability to work in a fast-paced, sometimes intense environment.
8. Expert in juggling priorities and deadlines.

9. Emotional maturity and a sense of humor.
10. Excellent interpersonal skills and ability to build genuine relationships with community members.
11. Strong written and oral communications skills, including public speaking.
12. Person of strong character, integrity, and discretion.
13. Access to reliable transportation and willingness to travel throughout the state of Arizona.
14. Flexibility and willingness to work outside normal business hours, including evenings and weekends.
15. Proven ability to work with diverse communities, leaders and staff.
16. Bilingual Spanish/English a plus.

Please note: JCA does not have a physical office. Most staff positions work at least 95% from their own home office. Most of the work for this position will be located in Tucson, AZ.

### **Compensation**

\$40,000-\$55,000, depending on experience. Excellent benefits package with full employee medical, dental, and vision insurance, flexible spending account (health care and dependent care), and generous vacation, holiday, and sick leave.

### **"Blind Hiring":**

This position does not have an undergraduate education requirement. ***If you choose to include your education history, please remove your schools from your resume.*** You may leave your degree (e.g., "B.A. Philosophy"), but please remove any undergraduate and graduate school names.

This "blind hiring" process is aimed at opening this opportunity to more candidates, reviewing applicants on performance assessments and mitigating bias in the decision making process.

JCA employs an intersectional analysis that is explicitly anti-racist, feminist, pro-Queer, trauma-informed, and grounded in economic justice and harm reduction principles. Just Communities Arizona is an equal opportunity employer. We do not and shall not discriminate in employment, recruitment, Board membership, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, arrest or conviction history, or for any other discriminatory reason.

***People directly impacted by the criminal punishment system are encouraged to apply.***

### **TO APPLY:**

Please send a resume and cover letter to: DeAnna Ford, Deputy Director, at [deanna@justcomaz.org](mailto:deanna@justcomaz.org).

**We are accepting applications until 11:59pm on Wednesday, January 7, 2026.**

Feel free to contact us with any questions: 520.623.9141.