

ZEALOUS IS HIRING!

Zealous is at an **extraordinary moment of growth and potential impact**. Below you will find an **overview of our work** and **all open job positions**. Many of the positions include overlapping skills. Candidates should **consider applying for more than one position** as we're accepting applications on a rolling basis. Please share these listings widely with your networks.



**THE
CRISIS**

We are in the midst of an unprecedented narrative battle over the public’s basic intuitions about crime and punishment, and what it will take to achieve public health and safety. Yet for decades, lawmakers and the media have listened to police and prosecutors,

overlooking the perspective, voice, and expertise of those closest to mass criminalization. As a result, misinformation spreads, fear wins out over reason, and the status quo prevails. Zealous aims to right this historic imbalance.

**OUR
MISSION**

Zealous is a national advocacy and education initiative dedicated to challenging and transforming unjust legal systems through media, storytelling, and the arts. Zealous trains and supports local coalitions of advocates, public defenders, artists, and

the people and communities directly impacted by the legal system in their pursuit of justice. **The ultimate goal:** To achieve enduring policy change to end mass criminalization.

CURRICULUM:

Zealous designs and implements trainings, law school courses, and toolkits on media, storytelling, communications, and policy advocacy for public defenders and future social justice leaders.

CAMPAIGNS:

Zealous supports local partners to develop cutting-edge social justice advocacy campaigns that harness technology, arts, media, and firsthand storytelling strategies.

**THE
WORK**

MEDIA SUPPORT:

Zealous builds relationships between journalists and public defenders, social justice advocates, and directly-impacted people to ensure their perspectives and insights influence media coverage of legal issues. We help pitch stories, find sources, influence reporting, and draft commentaries.

**THE
IMPACT**

In just the last two years, Zealous **has trained** over 1,000 public defenders and reached hundreds of **law students** with our original curriculum and programs, supported local partners in the launch of over a dozen **cutting edge, story-driven media advocacy campaigns**, and driven **reporting** and **commentaries** on **crime** and **policy** by connecting journalists to local sources that are often overlooked. Our partners include defender offices and the communities they

serve, artists and storytellers, technologists and coders, organizers, journalists, arts and civil rights organizations, and academic institutions. The issues we have worked on include pretrial detention in Chicago and Texas, to solitary confinement in Michigan, non-unanimous juries in Oregon, court accountability in Prince George’s County Maryland, and fines and fees in Louisiana.

Zealous is at an extraordinary moment of growth and potential impact. Many of the positions include overlapping skills. Candidates should consider applying for more than one position. Please share these listings widely with your networks.

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DEPUTY EXECUTIVE DIRECTOR

THE POSITION

Zealous is at an extraordinary moment of growth and potential impact. Many of our partners have asked us to keep building on our work with them, and coalitions across the country continue to invite us to support a range of novel issues and strategies. With our Zealous team growing and our partnership opportunities increasing, we have greater potential than ever to influence the broader conversation around crime and punishment and what it will take to achieve true health and safety.

At this critical moment, we are looking for an experienced and bold social and racial justice leader, communicator, and visionary to lead (alongside the executive team) the administration, programs,

and strategic plan of the organization, as well direct on-the-ground projects and partnerships. The Deputy Executive Director will lead major aspects of Zealous' work and interventions and manage key staff, while forging and building new relationships and partnerships, imagining and executing new opportunities for national and local growth and impact, and serving as a spokesperson and ambassador-leader for Zealous in key funder and partner meetings, events and panels, and media opportunities.

In collaboration with the Executive Director and Managing Director, the Deputy Executive Director will lead Zealous.

ESSENTIAL DUTIES

LEADING growth and development of vision, strategic plan, programs and interventions, and administration of Zealous.

COLLABORATING with Zealous colleagues to ensure that our vision and mission is fulfilled through programs, strategic planning and community outreach.

BUILDING new, lasting and mutual relationships with national and local organizational partners, academic institutions, funders, and media outlets and journalists.

SUPPORTING Zealous project and program directors in ensuring the quality and impact of their work in specific regions, across various disciplines and interventions.

SERVING as a public spokesperson and ambassador-leader for Zealous in key funder and partner meetings, events and panels, and media opportunities.

KNOWLEDGE AND SKILLS

Advanced degree preferred.

7+ years developing and leading multidimensional advocacy work within and outside of organizations, success developing consensus with colleagues and allies, and experience supervising, managing, collaborating with, and supporting colleagues in service of powerful, collaborative outcomes.

You are comfortable working and getting creative within budgets, and are familiar and comfortable with fundraising strategies and donor relations unique to the nonprofit sector.

You enjoy and excel at public speaking.

You are a bold visionary, a creative thinker who is not afraid to introduce "crazy" or "bad ideas" in service of new ideas and concepts, a "super connector" who can see and forge unexpected relationships between people and projects for impact. You are a "bridge builder."

You maintain a deep knowledge of the criminal "justice" system from personal experience working within it and/or driving policy and strategy outside of it.

You understand our current carceral approach to public health and safety as fundamentally flawed, cruel, and racist, and desire to transform it, not just "Reform" it.



DEPUTY EXECUTIVE DIRECTOR

KNOWLEDGE AND SKILLS

You are both exceptionally entrepreneurial, profoundly collaborative and are excited about working at the axis of media and justice.

You share a commitment to the importance of transformative legal and policy change through advocacy, media, and storytelling.

You have outstanding communication and writing skills, particularly the ability to translate complex legal and policy speak into digestible, powerful, and actionable advocacy messaging.

You embody strong work ethic and dependability, including demonstrated ability to be self-directed, take initiative, and work independently, all in a remote workspace.

You are committed to cultivating diversity and lifting up under-heard voices.

You feel good about working remotely, in a creative, energetic start-up environment with a team based in various states around the country. You are flexible.

ORGANIZATIONAL RELATIONSHIP:

Reports to the Executive Director of Zealous.

PHYSICAL DEMANDS:

Willingness to work nights and weekends when necessary, and travel occasionally.

WORK ENVIRONMENT:

May live anywhere in the U.S.

SALARY AND BENEFITS:

Competitive

APPLICATION PROCESS

APPLICATION DEADLINE:

January 28, 2022

To apply, please send resume and letter of interest stating clearly which position(s) you are interested in to careers@zealo.us.

PLEASE NOTE

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**THE
POSITION**

Public defenders and defender offices are an untapped reservoir of expertise and energy to dismantle and transform the criminal legal system. For too long, however, those in power have undermined public defenders, keeping funding at low levels, discrediting defenders as representing undeserving “criminals,” and denying them a place at the table. Defenders have also been hesitant to speak up outside the courtroom and join movements for social and racial justice.

Public defenders have the potential to be effective and powerful advocates outside the courtroom by leveraging media (social and traditional) and storytelling to influence the public and political discourse about systemic issues. The community of public defenders who are willing and eager to engage in this form of advocacy is expanding rapidly. Zealous is uniquely positioned to support this continued growth.

Zealous works with public defenders to expand their vision of what public defense means and the advocacy tools they have at their disposal. We do so by conducting trainings with defenders and defender

offices on a range of storytelling and advocacy skills they never learned in law school. We have also taught and are expanding our law school curriculum for future advocates and defenders. Skills taught include: coalition building, campaign development, communications and storytelling, relationship development, engaging clients as partners, working with press, developing new media advocacy strategies, working with artists as true collaborators, and using social media ethically and effectively.

Finally, starting this coming year, we are poised to support a variety of offices, including in Chicago, Harris County, New Orleans, and Los Angeles, to establish office processes for ethical and effective story collection, collaboration, and social media use.

All of this work has the potential to expand beyond individual partnerships and communications to a coordinated, national network of public defenders who are aligned, activated, and supported. In collaboration with the Zealous leadership team, this position will lead the development and cultivation of this work.

**ESSENTIAL
DUTIES**

BUILDING lasting and mutual relationships with public defender offices across the country, sensitive to the unique needs and contexts of each jurisdiction, and maintaining and strengthening pre-existing ones.

SERVING as the point-person for public defender offices in which Zealous is working to establish internal processes and policies around storytelling, collaboration, and media advocacy.

CO-DEVELOPING and co-facilitating trainings for public defenders on a range of non-traditional advocacy skills.

CO-DESIGNING, pitching, and teaching new law school and practice-clinic curriculum, as well as supervising clinical student projects.

DEVELOPING strategies, including a recurring newsletter, on and off-line events, networks and community tools, to build and nurture the growing community of advocacy-minded defenders.

CREATING and maintaining an interactive database for national defender story collection to track the wide range of injustices defenders see across the country and come up with creative and effective ways to share these stories with the media and the public.

LEADING social media engagement strategies for public defenders to increase engagement, improve the quality of defender social media, and ensure posts are all effective and ethical.

CO-DEVELOPING and supporting the community of defenders and journalists, including ongoing listening and learning sessions between journalists and defenders on a range of topics and issues in different localities.

WORKING with the Director of Collaborative Advocacy to contemplate the dynamics of defender advocacy and building trust with directly-impacted communities.



**ESSENTIAL
DUTIES**

COLLABORATING with Zealous' commentary and communications practice, working with public defenders to conceive of, draft, and revise commentaries for national publications on the everyday injustices that they see inside and outside the courtroom.

COLLABORATING with Zealous regional leads on campaign work with defender offices in their respective jurisdictions.

JD required.

You have at least 3 years of current or past experience as a practicing public defender.

You believe — if done ethically and effectively — that public defenders have an important role to play in supporting the movement for racial and social justice.

You have experience managing, developing, and implementing advocacy work in partnership with grassroots movements and people directly impacted by criminal legal systems.

Ideally, you have significant experience and love for teaching, training, and supervision of students and/or newer public defenders and experience developing and implementing curriculum.

You maintain a deep knowledge of the criminal "justice" system from personal experience working within it and driving policy and strategy outside of it.

You understand our current carceral approach to public health and safety as fundamentally flawed, cruel, and racist, and desire to transform it, not just "Reform" it.

You are both exceptionally entrepreneurial, profoundly collaborative and are excited about working at the axis of media and justice.

You are a bold visionary, a creative thinker who is not afraid to introduce "crazy" or "bad ideas" in service of new ideas and concepts, a "super connector" who can see and forge unexpected relationships between people and projects for impact. You are a "bridge builder."

You share a commitment to the importance of transformative legal and policy change through excellent advocacy, media, and storytelling.

You have outstanding communication and writing skills, particularly the ability to translate complex legal and policy speak into digestible, powerful, and actionable advocacy messaging. You can look at a blank page and "get words down" even if they aren't perfect, to spark collaboration with your team.

You embody strong work ethic and dependability, including demonstrated ability to be self-directed, take initiative, and work independently, all in a remote workspace.

You are committed to cultivating diversity and lifting up under heard voices.

You feel good about working remotely, in a creative, energetic start-up environment with a team based in various states around the country.

**KNOWLEDGE AND
SKILLS**



PHYSICAL DEMANDS:

Willingness to work nights and weekends when necessary, and travel occasionally.

WORK ENVIRONMENT:

May live anywhere in the U.S.

SALARY AND BENEFITS:

Competitive

**APPLICATION
PROCESS**

APPLICATION DEADLINE:

January 28, 2022

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**PLEASE
NOTE**

This position's exact title is TBD and will be based on experience.

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**THE
POSITION**

In close collaboration with the Zealous leadership team, this position will project lead strategic partnerships, coalition building, organizing, communications and messaging, and movement building strategies for Zealous work in particular priority states and localities to maximize legal, policy,

and narrative wins, help train and build capacity in local partner organizations, and strengthen local coalitions for the ongoing work they will do. Current states and localities where we are looking for heavy leadership and support include: Louisiana, Mississippi, Pennsylvania and California.

SERVING as the primary ongoing point person with local partners to ensure and enhance short and long-term impact and support their capacity building.

LEARNING from local partners – which include public defenders, community organizations, people with direct experience, journalists, lawmakers, and academic institutions, among others – and assessing the legal and policy landscape and power dynamics.

PROVIDING organizational and communications support to innovative local campaigns.

WORKING to support and train local partners to develop new media, traditional, and social media advocacy strategies, write op-eds, pitch stories to press, give testimony in the halls of power, and create on-the-ground activations.

CO-DEVELOPING and co-facilitating Zealous local defender trainings, media labs, and university and law school clinics, classes, and curricula.

COLLABORATING with the Zealous team to translate legal and policy issues and causes into engaging, impactful, and humanizing campaigns, articles, and experiences.

**ESSENTIAL
DUTIES**

WORKING in collaboration with the head of Defender Initiatives to support the establishment and implementation of office-wide processes around storytelling, collaboration, and media advocacy in local defender offices.

WORKING with the Director of Collaborative Advocacy to ensure that all campaigns, partnerships, and projects are ethical, effective, and based on mutual and participatory leadership.

BA preferred.

You have 5+ years experience managing, developing, and implementing advocacy work in partnership with grassroots movements and people directly impacted by criminal legal systems.

You believe — if done ethically and effectively — that public defenders have an important role to play in supporting the movement for racial and social justice.

A deep knowledge of the criminal “justice” system from personal experience working within it and driving policy and strategy outside of it is preferred.

You understand our current carceral approach to public health and safety as fundamentally flawed, cruel, and racist, and desire to transform it, not just “Reform” it.

**KNOWLEDGE
AND SKILLS**

You are both exceptionally entrepreneurial and collaborative, and are excited about working at the axis of media and justice. .

You ideally have a deep working knowledge and relationships with advocates inside of particular jurisdictions where you will be leading.



Ideally, you live in or near at least one of your geographic focus areas.

You are a bold visionary, a creative thinker who is not afraid to introduce “crazy” or “bad ideas” in service of new ideas and concepts, a “super connector” who can see and forge unexpected relationships between people and projects for impact. You are a “bridge builder.”

You share a commitment to the importance of transformative legal and policy change through excellent advocacy, media, and storytelling.

You have outstanding communication and writing skills, particularly the ability to translate complex legal and policy speak into digestible, powerful, and actionable advocacy messaging. You can look at a blank page and “get words down” even if they aren’t perfect, to spark collaboration with your team.

You embody strong work ethic and dependability, including demonstrated ability to be self-directed, take initiative, and work independently, all in a remote workspace.

You are committed to cultivating diversity and lifting up under heard voices.

You feel good about working remotely, in a creative, energetic start-up environment with a team based in various states around the country.

**KNOWLEDGE
AND SKILLS**

PHYSICAL DEMANDS:

Willingness to work nights and weekends when necessary, and travel occasionally.

WORK ENVIRONMENT:

May live anywhere in the U.S.

SALARY AND BENEFITS:

Competitive

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THE POSITION

This position will oversee and expand all of Zealous’ impact communications, messaging, and media strategy work. This includes supporting media and communications strategy for local partner campaigns, developing and nurturing a robust and interactive national community of journalists and overlooked sources (defenders, other frontline practitioners, and people with direct experience), co-leading our work

with partners on commentaries for national and local news outlets, managing and growing Zealous’ own social media and communications strategy and presence, and developing and facilitating media trainings. This position will work closely with other members of the Zealous team to coordinate consistent messaging and support communications efforts on campaigns and in partner jurisdictions.

ESSENTIAL DUTIES

CONCEPTUALIZING, developing and implementing cutting edge new media, communications, messaging, and storytelling strategies for Zealous and Zealous partners.

DEVELOPING and nurturing a robust and interactive national community of new sources (defenders, other front line practitioners, and people with direct experience) and journalists.

SUPPORTING the authorship of OpEds and commentaries by often overlooked voices, including people with direct experience (free world and inside jail and prison), public defenders, academics, organizers, and other practitioners for national and local publications.

COLLABORATING with Regional Leads to lead messaging and framing for partner campaigns and initiatives, including websites.

DEVELOPING and maintaining relationships with reporters by consistently pitching stories, leading briefing sessions on current criminal legal issues, building source lists, and supporting local partners in building relationships with reporters.

ESTABLISHING and overseeing Zealous’ organizational social media pages, including Twitter and Instagram, and conceptualizing how Zealous media can best be used to support local efforts and causes and uplift our partners’ perspectives.

KNOWLEDGE AND SKILLS

BA preferred.

5+ years experience in journalism or experience working with and/or interfacing with journalists.

Experience managing, developing, and implementing communications strategies for advocacy causes, cases, and/or campaigns is preferred.

You have outstanding communication and writing skills, particularly the ability to translate complex legal and policy speak into digestible, powerful, and actionable advocacy messaging. You can look at a blank page and “get words down” even if they aren’t perfect, to spark collaboration with your team.

You hold deep knowledge of the criminal “justice” system.

You are a bold visionary, a creative thinker who is not afraid to introduce “crazy” or “bad ideas” in service of new ideas and concepts, a “super connector” who can see and forge unexpected relationships between people and projects for impact. You are a “bridge builder.”

You understand our current carceral approach to public health and safety as fundamentally flawed, cruel, and racist, and desire to transform it, not just “Reform” it.



KNOWLEDGE AND SKILLS

You believe — if done ethically and effectively — that public defenders have an important role to play in supporting the movement for racial and social justice by speaking out in a range of media, including social by partnering with communities and the people we represent, and by leveraging defender expertise and perspective for good.

You are both exceptionally entrepreneurial, profoundly collaborative and are excited about working at the axis of media and justice, committed to cultivating diversity and lifting up under heard voices..

You share a commitment to the importance of transformative legal and policy change through excellent advocacy, media, and storytelling.

You embody strong work ethic and dependability, including demonstrated ability to be self-directed, take initiative, and work independently, all in a remote workspace.

You feel good about working remotely, in a creative, energetic start-up environment with a team based in various states around the country.

You are willing to work in a creative, energetic start-up environment.

PHYSICAL DEMANDS:

Willingness to work nights and weekends when necessary, and travel occasionally.

WORK ENVIRONMENT:

May live anywhere in the U.S.

SALARY AND BENEFITS:

Competitive

APPLICATION PROCESS

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POLICY AND ADVOCACY ASSOCIATE

THE POSITION

The Policy and Advocacy Associate will be the glue that ties the various Zealous practice areas, advocacy issues, and jurisdictional work together and supports all Zealous staff on a range of campaigns, curriculum, and partnerships through researching policy and legal issues, writing and revising proposals, trainings,

scripts, and other foundational documents, taking meeting notes, and organizing key materials. The Policy and Advocacy Associate will also spearhead administrative duties and provide support for event planning.

POLICY AND ADVOCACY:

Maintaining a firm and current grasp on all local and national policy priorities, legal issues, as well as partner and coalition landscapes where Zealous supports advocacy and develop systems to ensure Zealous team-members have ready access to this information.

Authoring and developing internal policy memos for new and ongoing campaigns and issues and working documents for collaboration with external strategic partners on ongoing, new, and potential projects.

Drafting and refining messaging, copy, communications, and other language in all forms of Zealous advocacy — internal and external — including for testimony, advocacy letters, advocacy websites and other projects, toolkits, guides, promotional materials, social media copy, op-eds, and talking points.

Co-leading research and survey interviews with public defenders, advocates, people with direct experience, and other key actors depending on the project.

CREATIVE PROJECTS:

Collaborating with the Zealous team to translate legal issues and causes into engaging, impactful, and humanizing language and experiences, including messaging on websites, multimedia projects, films, op-eds, on and off-line (print) educational toolkits, and events.

Supporting the Design and Experiences Manager to maintain and update all Zealous-created web-projects and serving as chief liaison between Zealous, local partners, and coder when needed to update content.

Supporting development of video projects including interview questions, synthesizing transcriptions and working with the Zealous team to create “paper edits” for the video editor.

ZEALOUS GROWTH AND ORGANIZATION:

Supporting Zealous’ own development, community building, public relations, social media identity, brand, and messaging.

Collaborating with Zealous’ curriculum team to develop and hone academic experiences for up and coming social justice advocates, from jails to law schools.

Scheduling and planning internal and external meetings. Scribing and maintaining notes and minutes from meetings and organizing Zealous documents and assets.

Drafting itineraries for Zealous work trips and ensuring that logistics run smoothly.

Spearheading and maintaining organization of Zealous Shared Google Drive, project management tools, and email lists.

Maintaining and updating team calendar with weekly staff meeting leadership, holidays, and events.

Supporting event planning for Zealous trainings, conferences, and convenings.

ESSENTIAL DUTIES



POLICY AND ADVOCACY ASSOCIATE

KNOWLEDGE AND SKILLS

BA preferred.

Deep knowledge of the criminal “justice” system from personal experience either working within it and/or driving policy and strategy outside of it.

Excitement about working at the axis of media and justice required.

Commitment to the importance of transformative legal and policy change through excellent advocacy, media, and storytelling.

Outstanding communication and writing skills, particularly the ability to translate complex legal and policy speak into digestible, powerful, and actionable advocacy messaging.

Strong work ethic and dependability, including demonstrated ability to be self-directed, take initiative, and work independently, all in a remote workspace.

Experience collaborating with a team, including remotely, and willingness to use remote co-working tools.

Willingness to work in a creative, energetic start-up environment.

PHYSICAL DEMANDS:

Willingness to work nights and weekends when necessary, and travel occasionally.

WORK ENVIRONMENT:

May live anywhere in the U.S.

SALARY AND BENEFITS:

Competitive

PLEASE APPLICATION NOTE PROCESS

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January 28, 2022

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DESIGN INTERNSHIPS

THE POSITION

Zealous is looking to add stunningly creative and highly motivated design interns with hands-on art and design education and/or experience. You have the skills of working on brand identity and UX design projects, have typographic knowledge and skills of application, a passion for the actual user experience and journey, and the ability to help with Zealous design projects to the best of your ability.

Zealous is at an exciting time of growth and expansion. For the next half a year, we will conceptualize, facilitate, develop, and launch multiple social justice campaigns and physical experience design initiatives. These projects will help foster community engagement, critical conversations, and transformative change.

These projects will include a design and production of a national campaign on expanding and protecting Court Watch programs to shed light on the injustice that happens in empty courtrooms, expansion of digital archives, **Shedding Light** and **Silenced**, and a experience design for a galvanizing summit in Chicago uniting public defenders, organizers, artists and people with direct experience to shift the narrative around gun violence and our unhealthy, unhelpful carceral responses to it. You'd be in an associate role assisting the Design and Experiences Manager who would collaborate with you and mentor you through the entire visual design and strategic thinking process. The focus of our work is on criminal justice issues, so demonstrable design interest in this space is a plus.

USER EXPERIENCE:

Collaborate with Design and Experiences Manager to develop sitemaps, wire-frames and visual design for campaign websites and interactive storytelling pieces. Understand and employ UX/UI best practices.

BRAND IDENTITY:

Understand the social causes and translate developed initial brand concepts to multiple applications, and build comprehensive deliverables like presentations, educational materials, posters, flyers, etc. creatively applying color story, typography, photography, and messaging.

STRATEGY & FACILITATION:

Be an encouraging participant and/or organizer when necessary in co-design workshops to brainstorm relevant content creation and organization, wire-frames and visual identity design and internal strategic goal setting sessions.

MENTEESHIP:

You should be able to take constructive criticism from the Design and Experiences Manager, and/or other strategic partners, on organizational strategies and design processes, technical design details, internal communication, and presentation skills. You're also excited about working at the axis of justice and design/art, curious about learning new ways of leveraging design of complex issues into accessible formats, and amplifying the voices of those often unheard.

ESSENTIAL DUTIES

Recent graduate or an ongoing undergraduate or graduate degree in Graphic Design, Social Design, UX design, Architecture, or related field. You may also apply if you've pursued these interests through continuing education or any other informal courses.

You are committed to learning and applying your skills to amplifying the mission and goals of purpose-driven organizations building a more equitable world.

You are fluent in the design process/systems and can defend design thinking with concept and research.

You are detail-oriented and have the ability to co-design and make and articulate design decisions along with the Design and Experiences Manager, and be able to take responsibility for technical aspects of presentations.

You are on top of design trends and can thoughtfully weave innovative ideas into the process.

KNOWLEDGE AND SKILLS



DESIGN INTERNSHIPS

KNOWLEDGE AND SKILLS

You are interested in the process of co-design — designing with, not for end-users.

You are eager to learn about the world of UX/UI best practices and design and web accessibility.

TECHNICAL REQUIREMENTS

Strong communication skills.

Motivated, multi-disciplinary creator who is excited to share new ideas.

Intermediate to Advanced knowledge of the Adobe Creative Suite (specially Photoshop, InDesign, After Effects and Illustrator).

Intermediate knowledge of website prototyping and building tools like Figma, Squarespace/Readymag.

Ability to collaborate with the team using Google Suite, Slack and Monday.com.

Basic knowledge of web building coding languages like HTML, CSS and Javascript is a plus.

ORGANIZATIONAL RELATIONSHIP:

Reports to the Design and Experiences Manager of Zealous. Work in close collaboration with the fellow Design Intern, Design and Experiences Manager and Front End Developer on the project.

TIMELINE OF PROJECT:

January '22 to June '22

You should be open to work 6–8hours/week. You should also be flexible in terms of timeline with the understanding that some weeks may be more intensive than others.

PHYSICAL DEMANDS:

Willingness to work nights and weekends when necessary, and travel occasionally.

WORK ENVIRONMENT:

May live anywhere in the U.S.

STIPEND AND BENEFITS:

Competitive Stipend
School Credits, if applicable

APPLICATION PROCESS

APPLICATION DEADLINE:

January 24, 2022

To apply, please send the following stating clearly the position you are interested in to careers@zealo.us:

A **resume** clearly indicating your skills and interests

A **portfolio of work** that articulates a strong quality and wide breadth of work thoughtfully crafted through a strong design process

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