



DEPUTY EXECUTIVE DIRECTOR

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.

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.

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.

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,

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



DEPUTY EXECUTIVE DIRECTOR

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.

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.

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.

KNOWLEDGE AND SKILLS



DEPUTY EXECUTIVE DIRECTOR

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 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.

APPLICATION
PROCESS

PLEASE
NOTE

We are in the process of a complete overhaul of our [website](#). The information on our site does not reflect the full scope of our work. For the most current information on Zealous' past, present, and future work and impact, please see [this appendix](#) and [our latest video on what we've been upto this past year](#).
