



With gun violence reaching historic levels, and in the wake of mass shootings in Uvalde and Buffalo, CeaseFirePA, the state's leading gun violence prevention advocacy organization, will hire its first Deputy Director to expand our policy advocacy work. This is a new position for an experienced policy advocate who will lead our lobbying efforts in Harrisburg, develop effective advocacy strategies and coordinate with our organizing team to win victories to end this crisis.

They will develop our advocacy strategy, help determine policy priorities and shape campaigns across the organization. As a trusted adviser to the Executive Director, they will provide guidance on key decisions about the organization's approach to ending a crisis that has only worsened in recent years.

You can read more about CeaseFirePA and our values on our [website](#).

This position is full-time, exempt, and based in Harrisburg, PA.

ROLES AND RESPONSIBILITIES

The Deputy Director will work with the Executive Director to create a policy roadmap to reduce gun violence in all its forms. Their efforts will include:

- **Guide the development and implementation of advocacy strategies** at the state and local level to reduce gun violence;
- **Lead CeaseFirePA lobbying efforts in the General Assembly including building relationships** with legislators, recruiting support for policy initiatives, identifying opportunities for action, and providing strategic insight for the organizing team;
- **Craft compelling messaging materials** including reports, briefs, and factsheets that connect key solutions to the experience of gun violence across the Commonwealth;
- **Develop collaborative approaches** among other advocacy organizations to identify common policy approaches that will reduce violence;

QUALIFICATIONS

- 7+ years of experience in advocacy and public policy, with experience developing legislation, coordinating advocacy campaigns, and directly lobbying decision-makers;



- Self-starter able to work independently who enjoys creating and implementing new initiatives, including making a persuasive case for policy implementation;
- Exceptional written and verbal communication skills, able to connect policy with the real-world impact of gun violence;
- Able to analyze legislation for its impact on an issue and potential equity concerns, quickly draft talking points, and propose potential improvements;
- Proven success in crafting advocacy campaigns including identifying legislative targets, developing strategies, and implementing them;
- A highly organized individual able to drive multiple projects simultaneously while maintaining quality;
- Oriented towards hitting qualitative and quantitative goals by developing concrete plans that build on each other, with the ability to evaluate efforts afterward;
- Superior attention to detail;
- Experience coordinating advocacy campaigns with organizing efforts focused on mobilizing public support on the issue;
- Expertise in gun violence prevention, criminal justice reform or related issues preferred;
- PLUS: experience working with the Pennsylvania General Assembly;

LOCATION: Harrisburg, PA

SALARY: \$80,000-\$90,000 depending on ability and experience. As a full-time position, the Deputy Director is eligible for our excellent benefits package including fully-covered health care, paid time off, and our 401(k) plan.

APPLY: Email hire@ceasefirepa.org to apply. Include your resume, and a writing sample or a cover letter.

We strongly encourage all interested individuals to apply, and allow us to evaluate the knowledge, skills, and abilities that you demonstrate using an intentional equity lens. Research suggests that women; Indigenous, Black, Asian, Pacific Islanders, other persons of color; and individuals with differing abilities are less likely than men and white job-seekers to apply for positions unless they are confident they meet 100% of the listed qualifications. If you're interested, we want to hear from you.

CeaseFirePA provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status,

sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

We value a diverse workforce. CeaseFirePA encourages women, people of color, persons with disabilities, people with records of arrest or conviction, veterans, and lesbian, gay, bisexual, and transgender individuals to apply.