



Job Title: Denver Campaign Coordinator

Application deadline: April 17, 2025

Send resume and cover letter to: jobs@ccjrc.org with the subject line "Denver Campaign Coordinator"

Start Date: On or before May 12, 2025

Full Time: 40 hrs per week

Salary \$70,000 - \$85,000 depending on experience

Office Location: 821 22nd St Denver CO 80205

About CCJRC: Founded in 1999, the Colorado Criminal Justice Reform Coalition (CCJRC) is a statewide advocacy organization dedicated to ending the overuse of the criminal legal system and promoting community health and safety. With a membership of approximately 10,000 individuals—including 850 currently incarcerated people—CCJRC is powered by those directly impacted by the criminal legal system, crime, and substance use. Their voices are reflected at every level of the organization, from the Board of Directors to staff, members, and volunteers.

For more than 25 years, CCJRC has been a driving force in advancing criminal legal reform at the Colorado State Legislature. While state-level advocacy remains crucial, many key decisions in the criminal legal system (policing practices, prosecution strategies, sentencing, and community supervision) are made at the local level.

Despite Denver's progressive reputation, it ranks second among Colorado's 23 judicial districts in sending people to prison and has one of the highest rates of re-incarceration for technical parole violations—second only to Colorado Springs. Denver's Department of Public Safety receives 38% of the city's General Fund budget – by far the most of any city department.

CCJRC is working to change this landscape by integrating both state and Denver-focused strategies. Our goal is not only to reduce the size and impact of the state's prison system but also to ensure that Denver communities benefit from effective public safety solutions that truly enhance safety and strengthen neighborhoods.

Our work is grounded through a racial justice lens, recognizing that systemic racism is a root cause of mass incarceration and over-policing. "Tough on crime" policies are not evidence-based and have perpetuated racial and economic disparities through biased law enforcement, the War On Drugs, and the criminalization of youth and people with behavioral health challenges.

Position Overview: We're looking for a **Denver Campaign Coordinator** who is a **connected problem solver, passionate advocate, and skilled coalition builder** to join our team. The

ideal candidate will bring deep knowledge of Denver’s political landscape—its key players, dynamics, and decision-making processes—and a strong commitment to mobilizing community power in advance criminal legal reform, voting rights, and public investment in community-based safety strategies.

This role will work closely with CCJRC staff and community partners to drive our mission forward, with a particular focus on civic affairs, governance, and policy within the City of Denver

Key Responsibilities:

- Strategic planning and Denver campaign coordination
- Develop and implement organizing strategies to engage individuals, businesses, community organizations, elected officials, and system stakeholders around evidence-based initiatives that promote public safety
- Lead outreach and education efforts to raise awareness of Denver criminal legal policy initiatives, budgeting priorities, and civic engagement opportunities to expand public support for “what works” to improve community safety.
- Collaborate with team members to create and execute advocacy campaigns aimed at shifting social and fiscal priorities toward a harm reduction approach.
- Build and maintain relationships with community organizations, advocates, and local leaders.
- Conduct trainings and workshops to empower community members with knowledge about evidence-based public safety strategies, crime interrupters, and harm reduction.
- Inspire and mobilize supporters to participate in campaigns, events, and advocacy efforts.

Preferred Qualifications:

- 3+ years of experience in Denver specific campaign fieldwork, policy and budget advocacy, or related areas
- Knowledge of Denver’s local issues and political landscape
- Demonstrated ability to apply an intersectional equity lens to campaigns and policy work
- Experience engaging and mobilizing diverse communities
- High-level leadership skills, especially related to building and facilitating effective multi-organization campaigns
- Strong writing, organizational, and follow-through skills with keen attention to detail
- Effective communicator with strong interpersonal skills and openness to diverse perspectives
- Lived experience with the criminal legal system, substance use, or child welfare systems is highly valued
- Familiarity with digital organizing tools (e.g., NGP VAN, NationBuilder), Microsoft Office, and Google Workspace
- Understanding of the root causes of mass incarceration, related social issues, and familiarity with the various agencies that make up the criminal legal system



- Creative problem-solver with a strong work ethic and a proactive, team-oriented mindset
- Passion for social justice and commitment to equity
- Valid driver's license required

Other Things You Want to Know

Location—CCJRC's office is in Denver.

Hours—This position is full-time, 40 hours per week, primarily during regular business hours. Some night or weekend work may be required.

Supervisor—Your direct supervisor is the Deputy Director.

Start date—May 12, 2025

Salary & Benefits—\$70,000- \$85,000 based on experience. Medical, short & long term disability, AD&D, workers compensation, and life insurance provided. 161 hours of paid time off a year and 11 paid holidays. 5% of gross salary as employer contribution to individual retirement account (employee match is not required). Benefits available to eligible employees through the Colorado Family and Medical Leave Insurance (FAMLI) program.

Equal Employment Opportunity Employer—At CCJRC, we don't just accept differences—we celebrate them, support them, and thrive on them for the benefit of our staff, our mission, and our community. CCJRC is proud to be an equal opportunity employer and is especially committed to hiring people who have been directly impacted by crime, drug use, the criminal legal system, or the child welfare system.

HOW TO APPLY:

Interested Applicants should email a resume, three references, and a cover letter to jobs@ccjrc.org with the subject line "Denver Campaign Coordinator."