



PENNSYLVANIA
PRISON SOCIETY

justice & compassion

Prison Monitoring Regional Organizer

Apply [HERE](#) by November 14 at midnight

The Challenge & Opportunity

On any given day, 62,000 Pennsylvanians are incarcerated in state prisons and county jails. Incarceration in Pennsylvania increased 400 percent since 1980 while the crime rate has gone down. Twenty-five percent of incarcerated people in Pennsylvania have not been convicted of a crime—they are deprived of their liberty and housed in prisons while they await trial. Lack of access to health care, degradation and isolation are some of the issues people in prison face. Many people leave jail worse off than when they entered. For 240 years, [the Pennsylvania Prison Society has led the nation](#) in calling for a just and humane criminal justice system.

As Pennsylvania's independent prison monitor, we work to stop abuse and trauma. Every month, more than 300 incarcerated people and their families ask the Society for help with issues they face inside prison. Written into Pennsylvania law, Society staff and volunteers respond to these complaints by going into correctional facilities, meeting with incarcerated people, and providing real-time information on prison conditions. We are the only organization in the state that provides public witness to what happens behind prison walls.

We are hiring two Regional Organizers—one for Western Pennsylvania, and one for Eastern Pennsylvania—to support and grow this work. You will serve as the Prison Society's primary liaison in the region, interfacing with volunteer chapters, prison administrations, local authorities, and allied organizations. This will require regular travel and excellent interpersonal skills. Working with the Prison Monitoring Director, you will assess the Prison Society's regional capacity and develop and implement a strategic approach to improve the quality of our work and our impact.

Your Legacy

You stand at the vanguard of the progressive correction reform movement in our state and support a significant body of work for one of the most impactful nonprofit organizations with access to jails and prisons in the United States. Building off of existing momentum, you will strengthen and expand the scope and impact of a dedicated volunteer network. In addition, you will be a valued partner, providing key information and analysis on local conditions and events.

Your Charge (What You'll Be Doing):

- **Expertly manage and help administer a large (125+) regional volunteer network.** You will support, train, and recruit highly motivated volunteers who conduct prison monitoring visits. You will support volunteers and make sure that the vital work gets done.
- **Evaluate regional monitoring capacity and develop a strategy,** in collaboration with the Prison Monitoring Director, for optimal volunteer coverage and prison outreach.
- **Manage reporting, workflow, and data collection** between the main office, regional chapters, and volunteers including weekly tracking of volunteer assignments, and quarterly compiling of performance metrics.
- **Become an expert on prison conditions in your region.** You will get yourself up to speed on what is happening in the 25+ correctional facilities and counties in your region, and have your finger on the pulse of local dynamics.
- **Serve as the face of the Prison Society.** You will act as a critical resource for public officials, volunteers, and Prison Society staff, on conditions and Prison Society activities in your region.
- **Develop strategic relationships** with allied organizations and grassroots groups, including faith communities, social service providers, and advocates, to increase regional presence, share information, and make and receive referrals for assistance.

How You'll Go About It (Core Competencies) While not all of these are requirements, the strongest applicants will see themselves in more of these competencies than not:

- **You have at least two years of volunteer management or organizing experience** (issue, electoral, or community). You are experienced in organizing both individuals and teams. Those with more than two years of experience are welcome to apply.
- **Your warm and professional demeanor works for everyone.** You adjust your communication style to appeal to disparate stakeholders including people in prison, public officials, volunteers from diverse backgrounds and everyone in between. You have experience working with vulnerable populations.

- **You masterfully juggle multiple balls.** You will face a lot of problems with multiple ways to resolve. You prioritize and reprioritize, exhibiting excellent time management and strategic problem solving skills. You are comfortable proactively soliciting support.
- **You are an excellent communicator.** You are clear and concise in your written and verbal communication.
- **You inspire and lead others.** You can galvanize volunteers with a mission that calls them to act while keeping everyone on track to achieve shared goals. You are sensitive to the skills and wants of a large dedicated volunteer base without being paralyzed by the need to include or please everyone.
- **You are the consummate team player.** You're known for getting along with everyone in a small office regardless of their personality or stature and leverage their expertise to advance your work.
- **You are goal driven.** Having targets motivates you. You are fired up to exceed expectations.
- **You are very comfortable with Microsoft Office and Google apps.** You have used a customer relations management (CRM), voter, or volunteer management database in a previous role.

What You Need to Know

- **APPLY [HERE](#)** - If the above speaks to you, we're excited to learn more about you!
- **Answers to your questions** - We have answered many of your candidate questions in our Frequently Asked Questions [HERE](#). Please be sure to read this before you apply.
- **Start date** - January 2022
- **Salary** - \$47,000-\$52,000. Medical, dental, and vision insurance coverage provided. We encourage a healthy work-life balance and do not cap the number of days off our employees can take. In addition, we observe 11 paid holidays.
- **Location** - The Regional Organizers will travel frequently to meet with our various constituents (mileage reimbursed). You will work out a schedule with the Prison Monitoring Director to include regular on-site office hours (Pittsburgh or Philadelphia).
- **Flexible time off** - Your job requires regular night and occasional weekend hours, with flexible time off.
- **Manager** - You will report to Noah Barth, Prison Monitoring Director of [the Society](#).

At the Society, we don't just accept difference—we celebrate it, we support it, and we thrive on it for the benefit of our staff, our mission, and our community. The Society is proud to be an equal opportunity workplace. **Individuals directly impacted by the criminal justice system are encouraged to apply.**