Job Opening: Organizing Director / Coalition Manager

Reports To: Executive Director

Location: Detroit (hybrid, with regular statewide travel)

Salary Range: $60,000 – $75,000 (Commensurate with experience, plus benefits)

Classification: Full-Time, Exempt

Duration: At least one year, possibly more

Application Deadline: November 30, 2026

Position Overview

Transportation Riders United (TRU) is seeking a **dynamic organizer** with **demonstrated advocacy campaign leadership experience** to grow and mobilize Michigan's new statewide clean transportation alliance. TRU is a Detroit-based nonprofit with 25 years experience educating, advocating, and mobilizing across southeast Michigan to improve public transportation. TRU is leading the new Move Michigan Transportation Alliance (MoveMI) t**o transform transportation across the state**.

The Organizing Director / Coalition Manager is a senior, dual-impact leadership role designed to **expand and mobilize** a growing network of individual and organizational **advocates for clean affordable transportation** - including public transit, EVs, bike trails, trains, and more. You will be key in driving regional and statewide transit wins by merging robust strategic power building with effective coalition management and mobilization.

The ideal candidate is part **transportation campaign strategist**, part **coalition mobilizer** and part **movement builder**. You will expand and mobilize a powerful statewide table of institutional allies—including transit advocates, environmental groups, disability rights advocates, labor unions, and social service leaders—to win systemic, impactful clean transportation campaigns across Michigan.

Responsibilities

1. Statewide Coalition Engagement & Mobilization (40%)

- **Supporter Recruitment:** Engage with issue-aligned groups throughout Michigan, recruit them into the coalition, onboard new members to take meaningful policy action
- **Campaign Strategy**: Co-design, plan, and drive policy advocacy campaigns to achieve measurable legislative, systemic, or community-based wins.
- **Partner Mobilization**: Design and implement structures to rapidly mobilize coalition partners and their respective memberships for high-impact actions such as Lansing lobby days, story-gathering, media events, and legislative hearings.
- **Relationship Management**: Serve as the primary liaison for organizational leaders; navigate power dynamics and manage organizational egos with diplomacy.

2. Transit Power Building & Mobilization (40%)

- **Power Mapping**: Lead strategic power mapping to identify key political targets, leverage points, and opportunities to build community-led pressure on decision-makers (e.g., MDOT, state legislators).
- **Volunteer Leadership Development**: Design and scale a structural leadership pipeline that centers the voices of impacted community members—moving them into advocacy and leadership roles.
- **Campaign Management**: Plan and drive field operations (potentially including rider engagement, community forums, and peer-to-peer digital mobilization) to expand the organization's active base of transit champions.
- **Organizing Infrastructure**: Supervise and mentor interns, fellows, and volunteers; establish robust tracking and support systems to prevent staff and volunteer burnout.

3. Strategic Integration & Operations (20%)

- **Internal Collaboration**: Partner closely with other TRU staff on policy, communications, and development to ensure messaging and grassroots actions are legally sound, structurally funded, and media-optimized.
- **Data & Digital Systems:** Oversee the organization's digital organizing tools and CRM database (e.g., EveryAction, Action Network) to track, segment, and expand both coalition partner engagement and individual member growth.

Qualifications & Experience

- **Proven Track Record**: 5+ years of professional experience in community organizing, labor unions, or advocacy campaign management. Experience in transportation advocacy or climate justice is preferred.
- **Coalition Leadership**: At least 2 years of experience managing or leading multi-organization coalitions, tables, or alliances.
- **Management Experience**: At least 2 years of experience managing other staff and/or large volunteer teams.
- **Extravert with EQ**: Exceptional emotional intelligence; an innate love of meeting new people and getting them involved in advocacy campaigns
- **Michigan Context**: Familiarity with Michigan's political landscape, legislative processes, and geographic dynamics is valuable. Understanding of transit challenges specific to different parts of Michigan is a strong plus.
- **Tools & Tech**: Proficiency with digital organizing platforms, voter databases, peer-to-peer texting services, and modern CRM systems, ideally EveryAction.
- **Logistical Flexibility**: Ability to work a flexible schedule, including some evenings and weekends for community actions, and a willingness to travel across the state of Michigan as required.

To apply, send a resume with a cover letter spotlighting relevant experience and qualifications to Megan@DetroitTransit.org by November 30, 2026, or earlier. Interviewing of highly qualified applicants may begin earlier, although a decision will occur in early December. People of color are strongly encouraged to apply.