



Campaigns Manager

Application deadline: August 19, 2026 at 11:59pm PST.

Term: Sept/Oct 2026 – Sept/Oct 2027 fixed-term position, 1.0 FTE. This fixed-term position may be extended, subject to funding and agreement with union.

About the Position:

BC Civil Liberties Association (BCCLA) is a non-partisan national leader with a mission to promote, defend, sustain, and extend civil liberties and human rights. Please visit [our website](#) for more information.

The Campaigns Manager at BCCLA will design, develop, run and manage impactful and engaging awareness, public opinion change, advocacy, and legal campaigns. This includes working to actively grow the campaigning capacity of our organization. You will work within the Engagement team (a five-person team in addition to this role) and closely with legal teams. This role reports to the Director of Engagement and Development.

This role will primarily focus on three core campaign areas: BCCLA's Shelter is Survival campaign around the right to daytime sheltering; our We're Not(with)Standing For This campaign around Section 33 of the Charter (the notwithstanding clause); and our work on trans youth rights advocacy. Other smaller, time-limited campaigns around *Charter* rights may come up during the course of the position.

We are seeking an individual with a keen understanding of political landscape, experience developing and implementing campaign strategies that have helped secure change and/or raised income, an aptitude for leading projects amongst teams, and experience translating specialized content into plain language. The successful candidate will have a knowledge of and interest in human rights and civil liberties issues, strong ethics, and a deep commitment to equality, justice, and freedom.

This position will work partially remotely and partially in-person from our office in Vancouver at #306-268 Keefer St, on unceded Indigenous lands belonging to the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səliwətaʔ/Selilwitulh (Tsleil Waututh) nations. Remote access to all required platforms will be provided.

What We Offer:

Compensation: Salary is based on BCCLA's Bargaining Unit Collective Agreement (CA). The starting salary for this position is \$76,137. This position is a term-certain employee as defined by the CA and will be entitled to severance upon the maturity of the term in accordance with Article 19.19 of BCCLA's CA. BCCLA's CA [can be found here](#).

BCCLA also offers a holistic and competitive work package:

- Unionized position
- Comprehensive health benefits that include a personal Health Savings Accounts, as well as an extended health and dental plan for all staff, spouses and dependents.
- Life insurance, Long-term Disability Insurance, and AD&D for staff, family and dependents included within health benefits.
- Health benefits starting immediately and not dependent on completion of probationary period.
- 20 days of paid Annual Vacation, plus an additional 2 week December office closure.
- 13 Paid holidays every year.
- 24 days of paid leave, including 15 sick days, 4 family care days, and 5 personal days.
- Team-wide staff celebrations and staff appreciation.
- A family-friendly, child-friendly, and dog-friendly work environment that supports flexible work arrangements and time in lieu arrangements with an emphasis on work life balance.
- A workplace where your experience and voice are valued.
- A staff team of diverse backgrounds that is committed and passionate about civil liberties, human rights, equity and justice.

Application Process:

To apply, please email your resume and cover letter in one combined PDF to careers@bccla.org with the subject line "Campaigns Manager" no later than August 19, 2026 at 11:59pm PST.

BCCLA is committed to ensuring that equity, diversity, and inclusion are priority considerations, including in building a workplace that honours the particular experiences and expertise of communities marginalized through state violence and social oppression. BCCLA strongly encourages applications from all qualified Indigenous people, Black people, immigrants and refugees, people of colour, people with disabilities, working class people, and 2SLGBTQIA+ people. Applicants are encouraged to self-identify, should they feel comfortable doing so, in their cover letter and are invited to share how their lived experience would inform their approach and ethics in this position.

Skills and Experience Required

- Minimum of 3 years managing campaigns and communications, and developing campaign strategies, ideally in the areas of legal advocacy or law reform work, political campaigning, or grassroots mobilization.
- A keen understanding of the political landscape and an ability to apply political knowledge to develop effective campaign approaches and tactics.
- Experience of developing and implementing campaign strategies that have helped secure change and/or raised income.
- Proven ability to lead projects across teams.
- Experience managing projects and budgets.
- Ability to write excellent copy to speak to different audiences, including translating legal or specialized content into plain language.
- Ability to design visual assets in line with organizational brand and campaign tone. Experience designing digital materials is essential, and experience with print materials an asset. Prior experience with the Adobe Create Suite a strong asset.
- Ability to quickly grasp emerging opportunities, make quick decisions, and adjust to evolving situations to deliver impactful campaign moments.
- Strong commitment to anti-oppression values and an ability to apply an anti-oppression framework to all areas of our work.
- Strong creative and critical analytical skills, and an ability to grasp quickly new concepts and areas of the law with an openness to learning new ideas.
- Self-motivated with ability to work unsupervised but can also work cooperatively as part of a team.
- Flexibility and adaptability in attitude and approach to work, with a willingness to support the team and collaborate with other departments with whatever might arise, working towards a common objective.
- Strong spoken and written communication skills which engage colleagues and stakeholders, encouraging understanding and participation.
- Well-developed relationship building and inter-personal skills, including the ability to speak with groups and strangers, and work with diverse populations.
- Ability to manage multiple demands while consistently meeting deadlines.
- Familiarity with campaigning software, CRM databases, and back-end user experience workflows.
- IT skills in core business applications.
- Passion for civil liberties and human rights issues is a strong asset.
- Ability in French or any language other than English considered an asset.
- Lived experience of or experience (paid or volunteer) working on issues related to BCCLA's mandate are assets.

Job Description:

This position is responsible for the following:

- Planning BCCLA campaigns, setting achievable goals, creating or identifying creative campaigning opportunities, and managing campaign delivery in line with organizational strategy and priorities.
- Managing campaign strategy across multiple BCCLA campaigns, allocating campaign resources effectively including prioritizing, and taking advantage of, key or unexpected moments to advance campaign goals.
- Identifying key influential audiences and supporters we want to mobilize and take our messages to.
- Drafting high-quality written communications and creative content across a range of channels, for different audiences, that move people to engage with a campaign and/or contribute to BCCLA through donations and engaging with our mission.
- Designing visual assets to accompany campaigns, including banners, graphics, social media content (static and video).
- Maintain consistent tone, style, quality across all external engagement communications, including website content, email communications, and social media related to campaigns.
- Working with the Director of Engagement and Development, the legal departments and other stakeholders (for example, impacted community) to design and implement tactics that mobilize the public and influence decisionmakers.
- Supporting the Policy department in engaging with elected officials, policy makers, and key campaign stakeholders.
- Facilitating effective communication and collaboration across BCCLA teams.
- Evaluating and communicating campaign impact and performance with a view to continuously improving our systems, processes and impact.
- Lead in monitoring key issues within the position's campaigns portfolio.
- Work with legal teams to strategize short and long-term responses to emerging issues within campaigns portfolio.
- Collaborate with the Fundraising and Development Manager on supporter, donor, and membership engagement initiatives, including direct fundraising appeals.
- Contribute to the Engagement team's copywriting, editing, and proofreading efforts with regards to campaigns.
- Produce campaign-related events, with the support of the Outreach and Communications Coordinator.
- Where relevant and authorized by the Director of Engagement and Development manage campaign budgets.
- Other duties as required.

BCCLA Staff Responsibilities:

- Participate in regular 1:1s and reviews, contributing to the identification of objectives and targets, and monitoring progress towards them.
- Be flexible and carry out other associated duties as may arise, develop or be assigned in line with the broad remit of the position.
- Address challenges proactively and collaboratively.
- Actively support and embed BCCLA'S values and our positive culture in your professional practice.
- Abide by all organizational policies, codes of conduct and legal requirements. Actively consult the Director of Engagement and Development if you are unclear of your legal, ethical, or professional obligations in particular circumstances.
- Maintain confidentiality over BCCLA's internal discussions, meetings, and internal work product.
- Work with integrity and honesty and in line with BCCLA's values.
- Other duties as required.