**Compensation key: INT=Intern, SAL=salaried, VOL=Volunteer, CTR=Contracted**

**Competencies needed:**

**Acquisition of Conversion Bus or RV** – best value for price range $200K - $400K – preferably conversion bus **(VOL)**

**Bus/RV driver** – 2 year contract **(CTR)**

**Website support** – personnel who can make constructive edits to a previously developed website (wix). **(VOL)**

**IT professionals** – build databases, tracking systems for data, systems development and integration **(CTR)**

**Events/Alliances Chief** – Responsible for developing alliances with organizations and assisting city directors in developing and tracking created events. **(SAL)**

**Events personnel** – responsible for assisting National Director in planning and scheduling events

**Alliances personnel** – personnel who will build connections will all organizations and people who want to join what we are doing. Maintain a database of participating companies and turn information over to the EA (Events & Alliances) Director for scheduling. We will work with these companies in advance to schedule projects or work groups when we go to that city. (This should be a large workforce of people who make calls to businesses and companies of all types (especially non-profits) and we will ask, “how can we support you?”\*\*\*\*very important **(VOL)**

**Information & Intelligence Chief** – Responsible for the sharing and developing the knowledge base of the organization by retrieving and interpreting data from a myriad of news reports, books, surveys and events to support actions of the organization**.(SAL)**

**Data gathering** – Simple retrieval and storage of articles, letters, books on race topics **(VOL)**

**Data analysis** – reading and interpreting the acquired information for ERASE Races **(VOL)**

**Crisis Response** – personnel who construct plans in in response to a crisis **(VOL)**

**Think Tank personnel** – online collaborative to develop organizational viewpoints through vigorous discussion and debate of current and past issues**.(VOL)**

**Viewpoint personnel** – personnel to work in think tank and provide man-on-the-street viewpoints which will be discussed and debated within the tank and will ultimately support ERASE Race views on most matters. All you need is a strong opinion to work in this area. **(VOL)**

**Media, Communications & Marketing Chief –** Responsible forimplementing and developing the marketing strategy and associated ad campaigns for the organization**.(SAL)**

**Writers/Editors** – Personnel to artfully articulate the viewpoint of ERASE Races, edit speeches, websites and other published documents**.(VOL)**

**Social Media development personnel** – use of Facebook, Youtube, Snapchat, InstaGram and Twitter **(VOL)**

**Social Media promulgation/networking personnel** – build visible social network for each platform. Identify the network of people who will verify the distribution of posts throughout the U.S.**(VOL)**

**Audio/Video personnel** – photographers, videographers, video-editing capable, film crews **(CTR)**

**Software proficiencies personnel** – Adobe Premiere Pro, Photoshop, Illustrator, All Office applications, any other video-editing software required **(CTR)**

**T-shirt designer** – person with the ability to design them with themes we have plus create new themes**.(VOL)**

**Speaker/Broadcast Personality** – Personnel who can conduct interviews or host news programs. Hopefully some background in Journalism or just have the skills**.(VOL)**

**Actors/actresses** – short film productions**(VOL)**

**Models** – for t-shirts and other paraphernalia**(VOL)**

**Email receptionists** – personnel to maintain and make contact with supporters and staff.**(VOL)**

**Admin and payroll processing** – personnel to manage pay systems**(CTR)**

**Merchandising Manager** – maintain online store, develop ad campaign for items to be sold (No experience necessary) **(VOL)**

**High School Student Core** – students who can connect with highschoolers across the country to disseminate messages from ERASE Race. These individuals may work through social media and audio/video as well to make it happen. **(VOL)**

**Human Resources personnel** – **(Bree Sowell)** managing all of the various volunteers and employees of the organization as well as maintain cognizance via the National Director of the city personnel in all cities to be visited. Will require great structural development early and then the ability to maintain and review the structure for flaws as necessary. **(VOL)**

**Legal assistants** – mostly paralegal administrative work for lawyer or lawyer types.

**Chief Financial Officer** – CFO Responsible for managing the budget and establishing contracts as well as managing the fundraising program. (**SAL)**

 **Fundraising support personnel** – Personnel responsible for managing fundraising apps, pages and merchandising programs. No experience required but a good understanding of what we are doing will be necessary to be effective. **(VOL)**