



The SPLC is seeking a highly motivated Community Organizer intern who is passionate about civil rights!

The Southern Poverty Law Center offers internships to exceptional students enrolled in accredited undergraduate and graduate schools who possess strong academic backgrounds, excellent writing skills, and a commitment to public interest work. The Center is a catalyst for racial justice in the South and beyond, working in partnership with communities to dismantle white supremacy, strengthen intersectional movements, and advance the human rights of all people. As an internationally recognized nonprofit organization, the Center is dedicated to reducing bigotry and oppression through research and public education, outreach, litigation, and advocacy.

## Who You Are

**Passionate.** Demonstrated passion for advancing civil rights and social justice issues, a strong interest in state and local government advocacy, and ready to partner on producing quality advocacy and grassroots organizing research that advances our organizational priorities.

**Advocate.** Desire and drive to work in partnership with communities to dismantle white supremacy, strengthen intersectional movements, and advance the human rights of all people.

**Driven.** Ability to help the Alabama State Office team conduct groundbreaking advocacy and organizing research to support organizing strategies and policy advocacy to influence positive change in the lives of communities – particularly Black communities and other communities of color in Alabama with priorities given to rural communities.

**Collaborator.** Ability to productively work with others as well as independently.

**Impactful.** Ability to work effectively and productively with the general public.

**Eager.** Excited to learn about the issues across the State of Alabama.

**Organized.** Self-starter who is detail oriented, with the ability to prioritize, multi-task, and meet deadlines.

**Flexible.** Able to participate in work events on some weekends and evenings.

**Mission, Vision & Values Alignment.** Demonstrates an understanding of and a commitment to SPLC's mission, vision and values.

## What You'll Do

**Work** alongside the Alabama State Office team conducting research and analysis to support state campaign projects and efforts.

**Assist** the State Director and the state office team in developing persuasive and informative outreach materials, including toolkits, talking points, and campaign plans.

**Collaborate** and support the team in all projects and meetings.

**Uphold** our commitment to dismantling white supremacy, protecting democracy and advancing the rights of all people.

## Minimum Qualifications

*We are committed to equitable hiring practices; therefore, you must meet the minimum qualifications to be considered for the role.*

- Currently enrolled in an accredited undergraduate or graduate program;
- Strong academic background; and
- Excellent research and writing skills.

## Compensation & Additional Information

The Center pays interns \$17.95 per hour.

Interns are expected to work 40 hours a week and there may be opportunity for supervisor-approved overtime.

## Where and How You'll Work

This role has the following work designations options:

- **Local Remote (Montgomery Office):** Will work remotely but is expected to attend work-related activities that occur at the SPLC Montgomery offices or in the states in which the SPLC operates.
- This position will report to the State Director, AL.

## Other Special Considerations

This job is performed under general office conditions and is not subject to any strenuous physical demands or dangerous conditions.

Due to the high volume of applications received, we are unable to respond to inquiries by telephone.

Interns are expected to begin on June 1st, 2026 A minimum commitment of ten consecutive weeks is expected. We unfortunately are not able to split summers.

**To apply, please submit a cover letter and resume by 5:00pm CST on Friday, February 20, 2026. Due to the high volume of applications received, we cannot respond to inquiries by telephone.**

**Interested in Applying? Click [here](#) for the Job Application.**

### **Disclaimer:**

*The statements herein are intended to describe the general nature and level of work being performed by the employee in this position. These statements are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required of a person in this position.*

### **An Equal-Opportunity Employer with a Commitment to Diversity**

*Southern Poverty Law Center (SPLC) is proud to be an equal opportunity employer, and as an organization committed to diversity and the perspective of all voices, we consider applicants equally without regard to age, caregiver status, color, disability, ethnicity, gender, gender expression, gender identity, marital status, national origin, on the basis of genetic information, political affiliation, pregnancy, or veteran status.*