



**EAST BAY ALLIANCE FOR A SUSTAINABLE ECONOMY**  
Building Power With Community, Workers & People of Faith

**JOB ANNOUNCEMENT: OAKLAND CAMPAIGN DIRECTOR**

*Exciting Opportunity to Join the Movement for  
Economic Justice, Racial Justice, and Resistance in the East Bay*

East Bay Alliance for a Sustainable Economy (EBASE) has an 18 year track record of advancing economic, racial and social justice by building a just economy in the East Bay based on good jobs and healthy communities. We address the root causes of economic injustice by developing strategic alliances among community, faith, and labor to build power and create change with low-income workers and communities of color.

As Oakland continues to experience a development boom, driven by the tech economy, we see companies in search of low rents, new residents desiring hip restaurants, bars & hotels, and online retail driving cargo through the Port of Oakland. Oakland is experiencing a growth of low wage jobs and an increased threat of displacement for long time Black and Latino residents. In this context, EBASE is focused on leveraging the enforcement of recently passed workplace standards to lift up low wage workers who are predominantly immigrants, Black and people of color to increase job quality and job access in the hospitality, warehouse and construction industries. Over the next year, we will support organizing and leadership development of hotel and warehouse workers; ensure effective implementation of two landmark worker standards wins that were secured by the hard work of our coalition partners; and build broad coalition support among community, labor, people of faith and local government to support an Oakland for All.

Position Summary

The EBASE Oakland Campaign Director is principally responsible for developing and directing EBASE's Oakland economic and worker justice campaigns. This position will work with coalition partners to develop campaigns that leverage the enforcement of recently passed workplace standards to lift up low-wage workers of color and increase job quality in the hospitality, warehousing, and construction industries. The Campaign Director will supervise and lead EBASE's internal Oakland team, manage the coalition steering committee(s), build consensus among partners on the goals and campaign strategy, coordinate all aspects of campaigns. The Director will coordinate a range of strategies utilized in these campaigns, including equitable development policies, wage theft enforcement, worker organizing, media & strategic communications, faith-rooted organizing, civic engagement, corporate research, and negotiations. The Campaign Director will support fundraising efforts and organization-wide priorities. The Campaign Director may supervise researchers, organizers, interns, volunteers and consultants as needed. This position reports to the Deputy Director.

Responsibilities

**Campaign Strategy and Coalition Management (60%)**

- With partners, develop and manage EBASE's Oakland campaigns focused on supporting worker organizing and improving job access and job quality in hospitality, warehousing, and construction.
- Develop worker organizing strategies specific to industries and communities, utilizing committee-building models and advancing leadership opportunities for workers.
- Lead internal EBASE campaign team of organizers, communicators, and researchers to assess, develop, and implement EBASE goals, strategies, and timelines for Oakland Campaigns.

- Build and maintain unity within the coalition steering committee(s) regarding the overall campaign vision, strategy and plan.
- Develop and lead comprehensive and targeted campaigns that include coalition building, resident and worker organizing, faith-rooted organizing, media & strategic communications, policy development, politics, legal, and negotiations.
- Work with partners to ensure affected communities and workers are a part of the organizing strategy and campaign plan and that campaigns provide meaningful opportunities for leadership development.
- Develop policy proposals that reflect the needs of community partners and workers. Engage legal support as needed to review policy proposals and provide analysis for coalition partners. Identify and secure corporate research support as needed.
- Identify opportunities to engage all EBASE staff in the campaign and keep staff up to date, educated, and engaged in appropriate ways in what is happening on the campaign.
- Ensure successful implementation of policies and agreements that EBASE is signatory to, including local wage theft enforcement, citywide public lands policy, the Oakland Army Base City and Port Community Jobs Policies, City and Port Cooperation Agreement and Project Labor Agreement, AC Transit Bus Rapid Transit targeted hire agreements, and continued growth of the West Oakland Job Resource Center.
- Replicate previous coalition wins and explore future campaigns, including City-wide and Port-wide policies, and agreements at other public institutions such as at AC Transit, Port of Oakland, and OUSD.

#### **Supervision, Organizing, and Leadership Development (25%)**

- Apply a racial justice approach to supervision, organizing, and developing leaders in Oakland campaigns.
- Supervise Community Organizer and Campaign Associate. Conduct regular weekly check-ins, review workplans and create a leadership development plan to support their growth.
- Work with allies to develop coordinated organizing strategies that create opportunities for affected communities and workers—predominantly immigrant, Black and people of color—to build power and develop leadership through the campaign.
- Create avenues to deepen solidarity and commitment of rank and file members across community and labor organizations through member-to-member meetings, worker summits or other activities.
- Identify worker leaders who can take on greater leadership in the campaign as volunteer organizers, spokespeople and strategists.

#### **Fundraising (10%)**

- Partner with the Executive Director and fundraising staff to forecast and project the work, as well as prepare and edit foundation grant proposals and reports.
- Participate in funder briefings and build relationships with program officers.
- Support and participate in individual donor and institutional fundraising.

#### **Organizational Development and Personal Administration (5%)**

- Participate in weekly staff meetings, internal trainings, mandatory all staff meetings, and strategic and annual planning, implementation and evaluation.
- Support “all hands on deck” requests, including mobilization support, voter outreach, phonebanking, and other activities.
- Maintain personal organization systems.
- Complete reimbursements, timesheets and lobbying reports.

#### Qualifications:

#### **Required**

- Minimum of 7 years of directly applicable experience with a community organization, labor union, base building organization, or equivalent.
- Significant campaign leadership, organizing and base building, and coalition building experience.
- Experience in supervising and training a team including organizers, researchers, and communicators.
- Ability to manage multiple projects and stay accountable to individual and team workplans and goals.
- Commitment to social, economic, racial justice and anti-oppression movements.
- Ability to balance irregular schedules with evening, weekend, and holiday work, with periods of rest and reflection.

**Preferred**

- Policy advocacy and policy development experience, particularly on jobs and employment issues, is highly desirable.
- Experience leading low wage worker organizing campaigns is highly desirable.
- Political landscape understanding of Oakland.
- Understanding of equitable development, targeted hire, Ban the Box, minimum wage, paid sick day, and other low-wage worker campaigns and policies.
- Experience working with low-income communities of color and low-wage workers of color.
- Fluency in written and verbal Spanish.

Compensation and Benefits

Competitive salary between \$60,000-\$69,000 depending on experience, plus a generous benefits package. EBASE provides an excellent working environment that encourages team work and recognizes high-quality work.

To apply, please email cover letter, resume, and 3 references by **November 10, 2017** to:

Search Committee at [search@workingeastbay.org](mailto:search@workingeastbay.org). Please send documents in Microsoft Word or Adobe pdf format, with "Oakland Campaign Director" in the subject line. The position is open until filled.

*EBASE is an affirmative action employer, and strongly supports the social goals of affirmative action. We therefore make special efforts to recruit individuals from groups that are historically under-represented in professional environments, or that suffer broader societal discrimination.*