



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

JOB ANNOUNCEMENT: ORGANIZER- OAKLAND

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

East Bay Alliance for a Sustainable Economy (EBASE) has a 16 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.

Position Summary

The Organizer will be responsible for the direct base building and grassroots organizing components of EBASE's campaigns. The Organizer will work with low-wage workers, residents, voters, people of faith, and other constituencies in EBASE's comprehensive campaigns. The Oakland Organizer will focus primarily on organizing strategies in EBASE's campaign to create an East Oakland for all, building leadership among low wage workers and residents to pass and enforce policies and corporate agreements in hospitality and other low-wage industries. These campaigns help stem displacement, create good jobs, increase job access, and address wage theft, paid sick days, and fair work schedules. The Organizer will work closely with Campaign Directors to build campaign strategy, and to execute an organizing plan for the campaign. This position will also develop and maintain relationships with coalition partners including labor unions, worker centers, community groups, and others.

Responsibilities

Direct Organizing and Committee Building

- Develop and execute a 3-6 month organizing plan, with Campaign Lead and Organizing Director, including surveys, 1:1 meetings and house visits, committee meetings, mobilizations and actions.
- Responsible for the outreach, recruitment, and leadership development of relevant base (ex. workers, residents, voters), including developing increasing levels of responsibility of leadership committees for sustained engagement.
- Support workers in filing complaints with appropriate local and state agencies regarding labor law violations.
- Represent the organizing work and campaign with a broad group of stakeholders, including elected officials and other policymakers, decision makers, media, and others.
- Create materials necessary for organizing and campaign, including flyers, postcards, petitions, and social media.
- Manage administrative systems, databases and files for campaign. Participate in regular internal and coalition team meetings.
- Supervise interns, and volunteers.

Coalition and Campaign Organizing

- Facilitate campaign leader committee meetings to support campaign strategy.
- Support coalition partners in cross-sector base building and leadership development.
- Contribute to coalition and campaign building with Campaign Director, including helping with coalition meetings and actions, e-blasts and external communications, outreaching to supporters and endorsers, and other campaign tactics and logistics.

- Represent EBASE at immigrant rights and resistance networks and coalitions.
- Assist Interfaith Coordinator with faith-rooted organizing, including outreaching to congregational and religious leaders and networks engaged in EBASE campaigns.

Organizational Development and Personal Administration

- Participate in weekly staff meetings, internal trainings, strategic and annual planning, implementation and evaluation.
- Support “all hands on deck” requests from EBASE campaign teams, including mobilization support, phonebanking, civic engagement and other activities.
- Maintain personal organization systems (files, calendar, and compliance with document retention & destruction policy).
- Complete reimbursements, timesheets and lobbying reports.

Experience and Abilities Needed:

- At least 3 years organizing experience with labor unions or worker organizations, community groups, or faith-rooted organizations.
- *Fluency in written and verbal Spanish.*
- Position requires use of an automobile.
- Deep commitment to social, economic, and racial justice movements.
- Experience organizing in the flatland and low income communities of Oakland is desirable.
- Experience and ability to drive a successful organizing campaign.
- Experience with and desire to do both 1:1 organizing connected to coalition campaigns.
- Comfortable, flexible, and interested in organizing with a range of constituencies—workers, residents, voters, people of faith, immigrant communities preferred.
- Ability to build power and ownership of organizing with most impacted communities and leaders.
- Excellent personal organization and time management skills.
- Self-motivated, accountable to goals and willingness to learn new techniques, ideas, and skills.

Compensation and Benefits

Competitive salary between \$47,500-\$52,000 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 **MARCH 24, 2017** to:

EBASE Search Committee, search@workingeastbay.org. Please send documents in Microsoft Word or Adobe pdf format, with “Oakland Organizer” in the subject line. Applications will be reviewed on a rolling basis, and 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 from broader societal discrimination.