



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

**JOB ANNOUNCEMENT: ORGANIZING DIRECTOR**

*Exciting 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

EBASE's Organizing Director is principally responsible for developing and growing the organization's direct organizing, base-building, and grassroots leadership efforts—primarily with low-wage workers. The Organizing Director will work closely with field organizers to build a base of workers and engage across constituencies, including residents, voters, people of faith, immigrants, and volunteers. They will work closely with Campaign Directors in Alameda and Contra Costa counties to integrate organizing strategies into comprehensive campaigns, and anchor civic engagement and volunteer systems within the organization. The Organizing Director is supervised by the Executive Director, and may supervise other staff, interns, and volunteers.

Responsibilities

**Organizing Support and Development**

- Directly supervise and support growth and leadership development of organizers, including team meetings and trainings, regular evaluations, and professional development plans. Help organizers overcome obstacles in the field.
- Develop annual and mid-range work plans with diverse strategies to reach organizing goals and leadership committee development, in line with overall campaign and organizational goals.
- Work with organizers to develop one-on-one organizing systems, weekly work plans based on mid-range priorities, and support and hold accountable staff to meet weekly goals.
- Support organizers in outreach, recruitment, leadership development, and cross sector movement building of relevant base (ex. workers, residents, voters), including developing increasing levels of responsibility of leadership committees for sustained engagement.
- Partner with Campaign Directors to integrate organizing into comprehensive campaigns. Work with campaign leads and organizing staff to support strategic decisions on campaigns and organizing challenges.
- Effectively utilize power analysis to drive organizing, and ensure organizing is integrated with other core EBASE strategies (ex. coalition building, research and policy advocacy, communications, civic engagement, etc.)

**Civic Engagement, Voter, and Volunteer Outreach**

- Design and implement EBASE's civic engagement pilot in Concord, with feedback from Campaign Director and staff.
- Oversee EBASE's voter engagement, field strategies, and mobilizations through Oakland Rising, and represent EBASE at civic engagement networks.
- Develop and manage EBASE's volunteer engagement system.

### **Organizational Leadership and Fundraising**

- Coordinate external solidarity requests and “all-hands on deck” requests, including resistance work and other broader mobilizations and actions.
- Advance special projects as needed, including coordinating on statewide strategies and campaigns.
- Provide organizational leadership in strategic and annual planning.
- Provide support for funder proposals and reports, and promotes interweaving of organizing and fundraising work. Supports individual donor fundraising.

### **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 and destruction policy).
- Complete reimbursements, timesheets and lobbying reports.

### Qualifications:

#### **Required**

- Minimum of 5-7 years of organizing and base building experience, with experience as a lead in a community organization, labor union, worker center, other base building organization, or equivalent.
- Experience in supervising and training a team of organizers.
- Familiarity with and comfort in organizing strategies and models for a range of constituencies—workers, residents, voters, people of faith, immigrant communities preferred.
- Ability to manage multiple projects and stay accountable to individual and team workplans and goals.
- Deep commitment to social, economic, and racial justice movements.
- Experience working with low-income communities and low-wage workers of color.
- Experience and desire to organize workers in low wage industries like hospitality, retail, construction and warehousing.
- Ability to balance irregular schedules with evening, weekend, and holiday work, with periods of rest and reflection.

#### **Preferred**

- Organizing on workers rights and employment issues is highly desirable.
- Fluency in written and verbal Spanish.
- Political understanding of Oakland and East Bay cities.
- Familiarity with organizing and base-building in a coalition setting.

### Compensation and Benefits

Competitive salary between **\$60-65,000** 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](mailto:search@workingeastbay.org). Please send documents in Microsoft Word or Adobe pdf format, with “Organizing Director Search” 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.*