



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

**JOB ANNOUNCEMENT:**  
**Raise the Wage Campaign Director**

*Dynamic opportunity to join the movement for economic justice*

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 Raise the Wage Campaign Director is principally responsible for managing EBASE's campaigns, coalition building, and solidarity work in partnership with low-wage worker organizing efforts. The Campaign Director will work with community, labor and faith partners to ensure successful enforcement of city-based minimum wage and worker justice policies. The Campaign Director will also work with partners to develop and support worker justice campaigns in other East Bay cities to build towards a regional set of worker justice standards. Tasks will include building a shared vision among partners on the campaign strategy; coordinating worker, electoral and faith-rooted organizing, media, politics and coalition building; and representing EBASE with allies, employers, government officials, and other decisionmakers. The Campaign Director will support fundraising efforts related to this campaign, and participate in organizational planning and leadership. The Campaign Director is supervised by the Deputy Director, will supervise one organizer, and may supervise other researchers, organizers, interns, volunteers, and consultants as needed.

Responsibilities

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

- Build a shared vision among community, labor and faith partners working to support worker organizing through advancing minimum wage and other worker justice policies in East Bay cities.
- Develop and lead comprehensive campaigns that include coalition building worker, community, electoral, and faith-rooted organizing, media, policy development, and politics.
- With allies, ensure workers are receiving all the appropriate pay and benefits under the city-based Minimum Wage, Paid Sick Day, and Service Charge Protection ordinances, and coordinate campaigns to hold employers and the cities accountable to the law.
- Develop relationships with community, labor and faith partners towards building efforts to expand the minimum wage movement in 2-3 cities in the East Bay.
- Develop policy proposals affecting low wage workers that reflect the needs of workers and community partners, drawing upon policy experts and resources as necessary.
- Convey EBASE's positions with employers, elected officials, and other decisionmakers in writing, in public meetings and 1-1.
- Lead the internal Raise the Wage team of organizers, communicators, and researchers. Identify opportunities to engage all EBASE staff in the campaign and keep staff up to date and educated about what is happening in the campaign.

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

- Work with allies to develop coordinated organizing strategies that create opportunities for affected communities and workers 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, low wage worker summits or other activities.
- Identify worker leaders who can take on greater leadership in the campaign as volunteer organizers, spokepeople and strategists.
- Supervise a community organizer, conduct regular weekly checkins, review workplans and create a leadership development plan to support his/her growth.

### **Fundraising and organizational leadership (10%)**

- Partner with the Executive Director and Development Director to prepare and edit foundation grant proposals and reports.
- Participate in funder briefings and build relationships with program officers.
- Support individual donor fundraising.
- Participate in Directors Team and organizational planning.

### **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, 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, environmental, and racial justice 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.
- Fluency in written and verbal Spanish.
- Political understanding of Oakland and East Bay cities.
- Understanding of minimum wage, paid sick day, and other low-wage worker campaigns and policies.
- Experience working with low-income communities and low-wage workers of color.

### Compensation and Benefits

Competitive salary between \$55,000-\$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 **June 19, 2015** to:  
Jennifer Lin, Deputy Director at [search@workingeastbay.org](mailto:search@workingeastbay.org). Please send documents in Microsoft Word or Adobe pdf format, with “Raise the Wage Campaign Director Search” 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.*