



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 a 20-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 coalitions among residents, workers and people of faith 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 increased levels of displacement and homelessness for long time Black and Latinx residents. Addressing these challenges requires creative solutions and strong community leadership to create good jobs, increase job access for those who are locked out, protect tenants, and ensure housing for all. In this context, EBASE is focused on leveraging the large scale development on public land for public good and ensuring enforcement of recently passed workplace standards to lift up low wage workers, who are predominantly immigrants and people of color. Over the next year, we will build on wins secured by the hard work of EBASE and our partners and build broad support among community, labor, people of faith and local government to support an Oakland for All.

EBASE's two current Oakland campaigns are 1) Oakland United, a coalition of residents, workers, faith leaders, youth, community organizations, and unions invested in the health, economy, and future of Oakland. Oakland United is focused on winning a community benefits agreement with the Oakland A's that delivers affordable housing, good job opportunities for our residents, investments in community services, and a healthy land use practices that addresses decades of environmental racism in East and West Oakland. 2) A coalition of worker centers, community organizations, unions and legal service providers have come together to lift up low wage workers and address wage theft, through the creation of a worker-centered Department of Workplace & Employment Standards in the City of Oakland. EBASE continues to implement and enforce key wins in Oakland and Emeryville related to minimum wage, paid sick day, fair scheduling, local hire, and fair chance hiring.

Position Summary

The EBASE Oakland Campaign Director is responsible for directing EBASE's Oakland economic and racial justice campaigns. This position will work with coalition partners to drive campaigns that build the leadership of community residents and low wage workers to secure community benefits agreements and leverage the enforcement of recently passed workplace standards to lift up low-wage workers of color and improve job quality in key industries. The Campaign Director will lead EBASE's internal Oakland team, coordinate coalition steering committees, build consensus among partners on campaign strategy, and coordinate all aspects of the campaigns. The Campaign Director will coordinate a range of strategies utilized in these campaigns, including equitable development policies, media & strategic communications, civic engagement, leadership development, faith-rooted organizing, 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.

Responsibilities

Campaign Strategy and Coalition Management (60%)

- With partners, drive EBASE’s current comprehensive and strategic campaigns that include coalition building, resident and worker organizing, faith-rooted organizing, media & strategic communications, policy development, politics, legal, and negotiations.
- Build and maintain unity within coalition steering committee regarding the overall campaign vision, strategy and plan to win.
- Work with coalition partners to ensure affected communities and workers —predominantly immigrant, Black and people of color—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 corporate research needs and integrate corporate analysis into campaign plans.
- Ensure successful implementation of policies and agreements that EBASE led and is signatory to, including Measure FF, Measure Z, Emeryville minimum wage and fair scheduling, Good Jobs Policies for the former Oakland Army Base and at the Port of Oakland, AC Transit Bus Rapid Transit targeted hire agreements.
- 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.

Supervision and Team Leadership (25%)

- Lead EBASE’s Oakland Organizer. Conduct regular weekly check-ins, review workplans and create and implement a leadership development plan and conduct evaluations to support their growth.
- Coordinate EBASE’s internal Oakland Team, which may include organizers, researchers, communicators and faith-rooted organizers. Convene regular meetings to share information, develop strategies and implement EBASE goals, strategies, and timelines for Oakland Campaigns.

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 as needed.
- Participate in funder briefings and build relationships with program officers as needed.
- 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” organizational 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 campaign experience with a community organization, labor union, base building organization, or equivalent.
- Significant campaign leadership, organizing and coalition building experience. Ability to identify key strategies to win and to move partner organizations into action.
- Experience in supervising and training a team including organizers, researchers, and communicators.
- Outstanding personal organization and attention to detail. Ability to manage multiple projects and stay accountable to individual and team workplans and goals.
- Commitment to social, economic, and racial justice.

- Ability to balance irregular schedules of evening, weekend, and holiday work, with periods of rest and reflection.

Preferred

- Understanding of Oakland’s Political landscape.
- Knowledge of equitable development, targeted hire, Ban the Box, minimum wage, paid sick day, and other low-wage worker campaigns and policies.
- Policy advocacy and policy development experience, particularly on jobs and employment issues and equitable development.
- 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 **March 27, 2020 to:**

Search Committee at 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.