



JOB ANNOUNCEMENT: LEAD ORGANIZER

Coleman Advocates for Children & Youth is seeking a passionate and experienced Lead Organizer committed to building the power of students and families of color in San Francisco, and winning member-led racial and economic justice campaigns that create real change in our schools and communities. The ideal candidate for this position has significant experience in supervision as well as grassroots and/or labor organizing and is able to effectively communicate and build relationships with diverse populations. S/he must be committed to the low-income and working class youth and parent leaders of color who make up our membership base, and also have an understanding of the living and organizing conditions in the city's African American, Latino and Pacific Islander communities. We are seeking a Lead Organizer who shares our progressive values and who is interested in building and developing strategies to strengthen our member-led organizing efforts. This person will be responsible for overseeing our school-based organizing, base-building and campaign work, as well as supervising, training and supporting our Organizing Team.

Start Dates:	ASAP
Salary Range:	\$52k-60k
Reports to:	Political Director
Benefits:	Medical, dental, vision, and other benefits
Location:	459 Vienna Street, San Francisco, CA 94112

Application procedure:	Email cover letter, resume, and 3 references to Sara Leaverton at info@colemanadvocates.org.
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Deadline:	April 15, 2019
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Coleman Advocates for Children and Youth: We are a member-led, multi-racial community organization working to create a city of hope, justice and opportunity for all children and all families in San Francisco. We organize poor and working class young people and families of color – primarily African American, Latino, and Pacific Islander– to build their power in their schools, communities and in their own lives. For more than 3 decades, Coleman Advocates has waged winning campaigns and created long-term change through policy advocacy, grassroots organizing, youth and parent leadership development, and strategic electoral work. We are working to halt the displacement of working families and families of color from San Francisco, increase educational and economic opportunities for low-income families, and ensure all children's right to a secure future in their own city.

PRIMARY RESPONSIBILITIES:

- Supervise, train and monitor our team of organizers, who recruit and develop parent & youth members
- Oversee the tracking, development and evaluation of youth members
- Oversee school-based organizing and campaign plans; support campaign strategy development; and evaluate the development and outcomes of campaigns
- Support Coleman's education and electoral justice campaigns and youth and parent organizing
- Support with recruitment and retention of youth members through building relationships
- Coordinate member participation in external actions and mobilizations
- Facilitate political education and skills training workshops
- Participate and represent Coleman in alliance building activities
- Participate in the Leadership Team and organizational development

Primary qualifications - we are seeking experienced lead organizers:

- A minimum of 2 years experience in a supervision position preferably in grassroots organizing
- A minimum of 2 years experience as an organizer in a membership organization, ideally with direct parent or youth and/or organizing experience in low income communities.
- Or these alternatives: 1) a combination of community organizing & leadership development, advocacy or direct services experience; 2) a combination of leadership development, direct services or advocacy experience with low income people of color and progressive/social justice activism experience.
- At least 1 year of experience supporting youth and or parent of color's leadership -- either as staff or as a highly responsible volunteer.

Other qualifications:

- A commitment to improving the lives of poor and working class families of color, and to racial and economic justice
- A strong desire to build the leadership of parents and students of color in SF public schools, especially in the Southeast
- Commitment to promoting organizing values and fostering principled organizing within organizing staff
- Able to articulate messages around social justice policy & budgeting, human rights, and racism for campaigns
- Demonstrated leadership skills, including motivation, coaching, strategic direction, conflict resolution
- Experience in developing campaign plans, curriculum for trainings, facilitating workshops and creating strategic plans

- Experience with public speaking and comfortable being interviewed by media
- Able to support with grassroots fundraising
- Able to communicate effectively orally and in writing.
- Self-motivated, with a demonstrated record of successfully achieving goals and being accountable to results
- Well organized
- Ability to have a flexible schedule that includes attending working at times early morning and evenings as well as weekend activities as needed
- Computer skills in Word, Excel and Google
- A current Driver's license

Preferred (but not required) skills, qualities and experience:

- Bi-lingual English/Spanish, verbal and written
- Knowledge of education policy/school reform issues from a racial justice perspective
- Owns/has access to a car with insurance
- Is from or has deep knowledge of San Francisco's Black, Latino and Pacific Islander communities

We are an affirmative action employer. People of color, current and former YMAC and PMAC members, and applicants with a deep understanding of San Francisco's unique history and politics, are strongly encouraged to apply.

It is the policy of Coleman Advocates to provide equal employment opportunity to all employees and applicants for employment without regard to race, color, creed, religion, sex, national origin, ancestry, citizenship status, age, marital status, sexual orientation, physical or mental disability, veteran status, liability for service in the Armed Forces of the United States or any other classification prohibited by applicable law. Coleman works to ensure fair treatment of applicants and employees and actively enforces policies against discrimination and sexual harassment.