



## **Job Announcement: Movement Organizer**

Applicants should be passionate about transforming lives, building relationships with youth and parents and supporting family led campaigns focused on improving schools.

*Please note: This position is not based in office organizing but is focused on intergenerational organizing through a systems lens to fight for a common goal.*

Coleman Advocates for Children and Youth is a member-led, multi-racial, intergenerational community organization working to create a city of hope, justice, and opportunity for children and families in San Francisco. We organize poor and working class BIPOC (Black, Indigenous and people of color) youth and families – primarily Black, Latinx, and Pacific Islander – to build power in their schools, communities, and in their own lives.

We are seeking a dynamic person to become the Movement Organizer to support our regional projects and alliances. This is the lead staff role of Coleman's regional movement building work with a focus on Black organizing and training. Additionally, this person is someone who shares our progressive values and is interested in building/developing strategies to strengthen our member-led organizing efforts.

### **Job Summary:**

The position will work with regional organizations and individuals on decriminalization and equity in education. We are seeking an experienced trainer who can ensure that we develop our regional strategy.

***People (and/or people who have family members) with lived experience surviving the school to prison pipeline are strongly encouraged to apply.***

**Start Dates:** ASAP

**Salary Range:** \$54,000 to \$60,000

**Reports to:** Executive 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 our hiring committee at [hiring@colemanadvocates.org](mailto:hiring@colemanadvocates.org).

### **Primary Responsibilities:**

- Lead the organization's efforts in organizing and coordinating throughout the Bay Area region to support the implementation of the removal of police from schools and the elimination of the criminalization of youth
- Support the training, development, and participation of youth and parents in our regional, statewide, and national coalitions
- Work with existing organizations to advance equity and decriminalization strategies
- Develop and conduct outreach presentations, workshops and other meetings/activities to recruit and engage allies in San Francisco and the greater Bay Area
- Facilitate political education and skills training workshops

- Support direct actions and rapid response mobilizations, as needed
- Represent Coleman and our issues/strategies in alliances
- Create and maintain systems and documentation for all outreach, relationship building, and training work
- Provide weekly written reports to document activities, updates, and results
- Actively participate in organizational assessments, planning and evaluation processes
- Regularly document activities and maintain a database
- Attend morning, night, and weekend activities
- Participate in annual fundraising activities
- Other duties as assigned

**Primary Qualifications:**

- At least two years doing movement organizing or training experience
- Experience and ease working with people of different class, race, and ethnic backgrounds
- Demonstrated respect for the culture and leadership of young people and parents
- Experience with leadership development, skills training, and popular education, including curriculum development
- Experience facilitating workshops
- Highly organized; able to achieve goals in multiple work areas within established timelines
- Strong verbal communication skills
- Strong computer skills in Microsoft Office and Google Suite
- Ability to problem solve and initiate solutions

**Desired Qualifications:**

- At least 1 year of experience supporting BIPOC leadership of youth and/or families
- Experience with leading policy campaigns
- Knowledge of, and experience with, membership base building organizing models
- Familiarity with San Francisco Bay Area communities, public school community organizing, and regional political landscapes
- Strong written communication skills
- Knowledge of education justice policy issues
- Owns/has access to a car and has a valid driver's license
- College degree
- A sense of humor

---

*We are an affirmative action employer. Current and former CMAC, YMAC and PMAC members, BIPOC, and formerly incarcerated 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.*