



Job Announcement: Lead Students Making a Change (SMAC) 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 Lead (SMAC) Organizer to support our City College and statewide projects and alliances. The Lead SMAC Organizer is an experienced organizer and advocate who knows what it takes to develop the emerging leadership of college students, particularly low income, immigrant, and first-generation students of color.

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: \$58,000 to \$65,000

Reports to: Senior Policy Director

Benefits: Medical, dental, vision, 401k 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.

Primary Responsibilities:

- Represent SMAC's mission publicly on local, state, and national levels
- Develops, maintains, and supervises the SMAC fellowship program
- Supports program evaluation and annual program planning
- Works closely with other Lead Organizers to ensure streamlined campaign integration and leadership development
- Develops and supports campaign strategy
- Coordinate implementation of local, statewide, and regional coalition activities

- Stay up to date with current research surrounding college organizing at the local, statewide, and regional levels
- Represent Coleman and our issues/strategies in alliances
- Provide monthly written reports to document activities, updates, and results
- 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 1 year doing 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 young people
- Experience with leading policy campaigns
- Knowledge of, and experience with, membership base building organizing models
- Familiarity with higher education, locally and statewide
- Owns/has access to a car and has a valid driver's license
- Associate 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.