



## **Job Announcement: Bayview Parent Organizer**

Applicants should be passionate about transforming lives, building relationships with parents, and supporting parent-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 passionate and experienced Parent Organizer committed to building the power of BIPOC students and families in San Francisco and winning member-led racial and economic justice campaigns that create real change in our schools and communities. 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:**

This person will be responsible for helping to oversee our Parents Making a Change program, including school-based organizing, base-building and campaign work, as well as training, mentoring, and supporting our PMAC parent leaders.

***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:** \$50,000 to \$57,000

**Reports to:** Lead Organizer

**Benefits:** Medical, dental, vision, 401k match, an abundance of holidays, and other benefits

**Location:** 459 Vienna Street, San Francisco, CA 94112

**Application procedure:** Email a cover letter, resume, and 3 references to our hiring committee at [hiring@colemanadvocates.org](mailto:hiring@colemanadvocates.org)

### **Primary Responsibilities:**

- Recruit and retain families impacted by the opportunity, racial and language gaps into our membership by conducting outreach, one on ones, and phone banking

- Supervise, train, support, and evaluate Black parent fellows and leaders
- Coordinate and track the leadership development program for members
- Facilitate political education and skills training workshops
- Lead parents through the stages of a campaign and develop winning campaign strategies
- Support Coleman's education and electoral campaigns by participating in external actions and mobilizations
- Coordinate youth and parent participation in external actions and mobilizations
- Participate and represent in alliances and coalitions
- Regularly document activities and maintain a database
- Attend morning, night, and weekend activities
- Participate in annual fundraising activities
- Other duties as assigned

**Primary Qualifications:**

- Parent organizing experience with Black families
- Demonstrated commitment to social, racial, and intergenerational justice movements
- Knowledge of education policy/school reform issues from a racial justice perspective
- Experience and ease working with people of different classes, races, and ethnicities
- Highly organized, effective time management skills, and ability to meet deadlines
- Ability to problem solve and initiate solutions
- Strong verbal communication skills
- Strong computer skills in Microsoft Office and Google Suite
- Experience in facilitating workshops
- Experience with organizing campaigns

**Desired Qualifications:**

- At least 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 3 years of community organizing (or a combination of organizing and leadership development) experience with other populations
  - At least 1 year of experience supporting BIPOC parents
  - Is from or has deep knowledge of San Francisco's Black, Latinx, Pacific Islander, and Indigenous communities
  - Knowledge of San Francisco Unified School District, School Site Councils, English Language Advisory Councils, PTAs, and other school site specific governing structures
  - Experience in building curriculum for trainings and creating strategic plans
  - Experience with case management
  - Strong written communication skills
  - College degree
  - Owns/has access to a car and has a valid driver's license
  - Parent of a student(s) in an SFUSD public school
  - A sense of humor
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*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.*