



Job Announcement: Youth Organizer

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

Please note: This position is not based in office organizing but is focused on organizing system-impacted youth 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 young people and families of color – primarily Black, Latinx, and Pacific Islander – to build their power in their schools, communities, and in their own lives.

We are seeking a passionate and experienced Youth 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. and 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 Youth Making a Change program, including school-based organizing, base-building and campaign work, as well as training, mentoring, and supporting our YMAC youth leaders.

People with lived experience surviving the school to prison pipeline and systems we are working to transform 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 cover letter, resume, and 3 references to the Hiring Team at hiring@colemanadvocates.org.

Primary Responsibilities:

- Recruit and retain system-impacted youth into our membership by conducting outreach, one on ones, and phone banking
- Supervise, train, support and evaluate youth leaders

- Lead youth through the stages of a campaign
- Support Coleman’s education and electoral campaigns by participating in external actions and mobilizations
- Facilitate political education and skills training workshops
- Coordinate youth and parent participation in external actions and mobilizations
- Participate and represent in alliances and coalitions
- Regularly document activities and maintain a database
- To attend morning, night and weekend activities
- Participate in civic engagement activities
- Participate in annual fundraising activities

Primary Qualifications:

- Knowledge of education policy/school reform issues from a racial justice perspective
- 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 and plans
- 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
- At least 1 year of experience supporting youth of color's leadership -- either as staff or as a highly responsible volunteer
- Experience working to abolish the school to prison pipeline
- Strong written communication skills
- Is from or has deep knowledge of San Francisco’s Black, Latinx, Pacific Islander and Indigenous communities
- Experience in curriculum for trainings and creating strategic plans
- College degree
- Owns/has access to a car with insurance
- Passion for social justice and improving the lives of low income and working class families of color

We are an affirmative action employer. Current and former YMAC and PMAC members, people of color, 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.