

## **Job Title: Community Organizer**

**Status:** Full-time

**Schedule:** 40 hours weekly; including evening work at least once a week and some weekend work; occasional travel required.

**Salary:** \$33,000-\$43,000, depending on qualifications and experience

**Benefits:** Employer-sponsored health insurance plan, long-term disability insurance, 401(K) pension plan, and Paid Time Off

**Location:** Raleigh, North Carolina

**Language skills:** Fluency in English and Spanish, both oral and written, is essential

### **The Organization:**

El Pueblo's mission is for Latinxs\* to achieve positive social change through building consciousness, capacity, and community action.

### **Job Purpose:**

The primary purpose of this job is to support grassroots community members (mostly Spanish-language dominant adults) to develop and implement strategies to make decisions collectively and lead legislative campaigns on reproductive justice and immigrant rights issues.

### **Primary Responsibilities (75%):**

#### **Campaign Development**

- Develop plans, strategies, and tactics for achieving social justice changes that community members identify, particularly on issues of reproductive justice.
- Support community members to understand power dynamics and develop strategies to build power through workshops, meetings, and other methods.
- Facilitate planning and decision-making with community members to make progress on key issues—mostly with adult leaders, but also in collaborative processes that involve power-sharing among youth and adults.

#### **Coalition Building & Collaborations**

- Build and sustain relationships with a variety of sectors and groups to support campaigns for community-identified priorities.
- Ensure and facilitate participation of grassroots community members in coalitions working for social change at different levels, particularly in coalitions that focus on reproductive justice.
- Collaborate with other staff and community members in grassroots fundraising efforts.

### **Collaborative Responsibilities (25%):**

#### **Base-Building and Voter Engagement**

- Support the execution of canvass data operations which includes cutting turf, printing walk sheets, setting up phone banks, and tracking numbers.
- Implement base-building strategies to recruit community members into El Pueblo and support them to stay involved.
- Register, contact, and motivate Latinx voters to get involved in the electoral process.

### **Qualifications:**

- 2 years' experience implementing and coordinating community organizing efforts, preferably within the Latinx community.
- Experience as an organizer in neighborhoods, unions, or other grassroots social justice arenas.
- Demonstrated commitment to reproductive justice and passion for cross-sector organizing.
- Knowledge of the organizing landscape in Wake County and/or North Carolina, especially working with the Latinx community.
- Ability to work both independently and collaboratively and coordinate with teammates across areas of work.
- Openness to different strategies for social change including direct action, non-partisan electoral organizing, and community-led legislative advocacy.
- Excellent oral communication skills, with an ability to interact with diverse groups of stakeholders, including community members, government staff and coalition partners.
- Knowledge of the cultures, principles, and practices of nonprofit organizations.
- Computer skills in a Microsoft Office environment, as well as experience using web-based computer programs.

### **Successful candidates should:**

- Believe strongly in El Pueblo's mission and vision.
- Work well on a team.
- Respect all people, cultures, and backgrounds.
- Work with energy, creativity, open-mindedness, and self-reflection.
- Maintain their sense of humor.
- Commit to openness, transparency, and fairness.
- Have flexibility with respect to schedule, working hours, and focus of work, including ability to work evenings or on weekends to accommodate community members' schedules and shifting plans to accommodate changing priorities.
- Be willing to learn new and/or improve direct action organizing skills.

### **Application Process:**

To apply, please send a simple email in English OR in Spanish to Angeline Echeverría at [angelina@elpueblo.org](mailto:angelina@elpueblo.org). In the email, please write a few sentences or bullet points about your approach to community organizing and attach your resume. Please write in the subject line: Community Organizer. Applications will be accepted until the position is filled.

***Members of communities of color, the LGBT community, immigrant communities, and other historically disenfranchised communities are encouraged to apply.***

\*El Pueblo is moving towards using 'Latinx' and the letter 'x' in our communications as an alternative to gender-specific wording in Spanish to respect people of all genders within our community. Adding the 'x' makes the word gender-neutral.