

JOB TITLE: Lead Housing Organizer

DEPARTMENT: Housing

POSITION TYPE: Full Time/ Exempt

REPORTS TO: Co-Executive Director

EFFECTIVE DATE: 2/16/2023

COMPENSATION: \$42,000-\$52,000

ORGANIZATION BACKGROUND: Communities United (CU) is a growing intergenerational grassroots organization that works across communities on issues of education justice, increasing access to affordable and quality healthcare and housing, youth investment, and justice reinvestment. CU's organizing approach actively engages and develops community and institutional members to advance social, racial, and economic justice. Recently named one of five global awardees of the W.K. Kellogg Foundation Racial Equity 2030 Challenge.

PURPOSE OF POSITION: Informed by the leadership council, in coordination with other CU organizers, and supervised by the co-executive directors, the organizer will work to develop the leadership of a broad membership base, and will work toward strategies to win affordable housing and prevent displacement of residents from CU's and partnering community areas.

REQUIRED SKILLS AND BACKGROUND:

This can be either an entry level or a mid-level position. Responsibilities will depend on the community organizer's experience. Tenant organizing experience is a plus. We are looking for someone with a strong track record of a commitment to social justice; demonstrated commitment to leadership development, community building, and community organizing as strategies for social change; ability to communicate, listen and motivate people from diverse backgrounds to action; strong experience in facilitation, training and leadership development; excellent writing and public speaking skills; computer skills; ability to work evenings and weekends as necessary. English/Spanish bilingual skills are a plus. CU believes in the importance of people with lived experience around the issues that we address being at the center of the work.

RESPONSIBILITIES:

Responsibilities include but are not limited to:

- **Building a Strong Base of Leaders:** Facilitating outreach to educate neighborhood residents and groups about community development plans, gentrification and anti-displacement strategies.
- **Conducting Effective Outreach and Base Building Work:** Using various and creative methods to recruit new leaders, keeping accurate records, assessing potential leaders, and effectively meeting goals to turn out members to key actions and events.
- **Leadership Development:** The organizer will constantly work to develop the skills, capacity and analysis of leaders through informal and formal leadership development work focused on a racial and health equity lens. The organizer will work to encourage participation and a sense of ownership among leaders in setting and implementing the ongoing strategic direction of the housing work.
- **Actively Participate in Developing Organizational Capacity:** This includes participating in and preparing leaders to facilitate monthly meetings; providing monthly narratives and statistical reports on work accomplished; creating and facilitating regular workshops specific to housing rights, laws and processes; seeking out training and learning opportunities; actively participating in staff retreats; keeping up with database

and reporting requirements; and engage in strategic thinking to implement CU housing strategies across communities.

- **Collaborate with Partners Across Communities to Address Housing Justice:** Attending existing coalitions partnership meetings with leaders, engaging partners, and identifying new opportunities to further scale up strategies to win affordable housing and fight displacement.

WORKING ENVIRONMENT:

- Work is performed primarily indoors with some outdoor events such as press conferences
- Flexible working hours, including late evenings, some weekends, and holidays
- Willingness and ability to work in a dynamic environment, in a team setting
- Ability to communicate effectively with diverse groups of people, present information and respond to questions from groups of managers, staff, and the general public
- Communities United strives to maintain an inclusive working environment in and outside our facilities that supports diverse identities based on race, gender, disability, religion, national origin, marital status, and sexual orientation.

BENEFITS:

- Generous benefits including pension
- Premium health PPO, Dental, Vision (No employee contribution required for individual coverage)
- Life insurance
- Staff development and wellness funds available based on resource availability
- Generous vacation and paid time off (above industry standards)

HOW TO APPLY: Communities United is committed to providing equal employment consideration without discrimination on the basis of race, gender, disability, religion, national origin, marital status, sexual orientation, or any other protected status. To apply, please email resume and cover letter to info@communitiesunited.org. Resumes and cover letters will be accepted through March 31, 2023. The salary range for this role is \$42,000-\$52,000 based on experience. This position is a management position. People of color are strongly encouraged to apply if you meet the above requirements.

The above is intended to describe the general content of and requirements for the performance of this job. It is not to be construed as an exhaustive statement of duties, responsibilities or physical requirements.