



REPRODUCTIVE JUSTICE COMMUNITY ORGANIZER

Job Announcement

Position Overview

California Latinas for Reproductive Justice (CLRJ) is seeking an experienced community organizer who is strategic, outgoing, detail-oriented, reliable, a self-starter with excellent communications skills and a sense of humor to join us as the new Reproductive Justice (RJ) Community Organizer. As a Latina-led reproductive justice organization, CLRJ works at the intersections of RJ with multiple issues and employs various strategies to advance system change. We are in the process of building out our community organizing strategy so that our work is more directly informed by and impactful to our communities. The RJ Community Organizer (C.O.) will be tasked to lead the development and implementation of a RJ community organizing pilot campaign in Los Angeles County. The C.O. will work with the Community Engagement (CE) Team to integrate organizing tactics throughout our community education, leadership development, and civic engagement work to grow a broad base of Latina/x support for CLRJ's policy advocacy priorities and the Reproductive Justice movement.

The RJ Community Organizer's (C.O.) primary areas of work will be in base/relationship building and recruitment, campaign development and mobilization, leadership development, voter engagement, and supporting chapter membership. They will co-lead the development and implementation of strategies to recruit a broad base of leaders and supporters for the organization, developing their leadership skills, and mobilizing them to advance CLRJ's mission and policy campaigns. With the CE Team, the C.O. will work closely with CLRJ's Latinas4RJ chapter leaders to integrate them into our campaigns, develop their skills in organizing, and support them in leading actions and voter engagement to advance CLRJ's priorities. The C.O. also contributes to CLRJ's voter engagement efforts, developing organizing materials for canvassing/phone banking outreach and following up consistently with people that we meet to recruit and sustain new leaders.

The C.O. reports to the Associate Director of Programs and works closely with the Program Team.

Principal Duties

Organizing and Civic Engagement

- With CE Team, build and carry out an organizing strategy to recruit, build, and maintain an active base of Latina/x leaders in priority regions of the state, including the chapters based in Los Angeles and San Diego.
- Conduct recruitment and consistent follow up to strengthen CLRJ's supporters and chapters through door-to-door outreach, phone calls, tabling events, presentations, dissemination of promotional materials, and other outreach.
- Engage Latinas/xs from CLRJ's base to demonstrate support for RJ issues and current policy campaigns.
- Work with Communications team to align offline organizing with digital engagement tactics.
- Consistently conduct one-to-one conversations with recruited supporters to identify opportunities for increasing their engagement.
- Develop accessible trainings for recruited Latinas/xs to develop their skills as RJ advocates.
- Contribute to planning and implementing voter engagement activities, including canvasses and phone banks, as part of organizing and movement building strategies and to increase election participation.
- Develop organizing content and materials, including raps, flyers, training materials, pledge cards, etc.
- Conduct outreach to stakeholders and community leaders in areas prioritized for base building.

Chapter Development

- Work with the Latinas4RJ chapter leaders in Los Angeles and/or San Diego to ensure alignment of chapter activities with CLRJ organizational campaigns and goals.
- Communicate developments with staff and chapter leaders effectively to foster mutual trust, respect, and transparency.
- Provide training and technical assistance to Latinas4RJ chapter leaders in planning and implementing chapter-led activities to advance and strengthen their chapter, including: outreach, recruitment, new member orientation, and trainings.
- Provide assistance to Latinas4RJ chapter leaders in the production of physical and digital outreach materials and other activity implementation components (ex. flyers, event invitations, training materials, etc.).

Other

- Contribute to CLRJ's development and fundraising activities, as needed.
- Perform other tasks as assigned.

You would be a great fit for this position if you have:

- A strong collaborative work style with the ability to work effectively both independently and in a team, with minimal supervision.
- Excellent organizational skills, including the ability to handle multiple priorities with attention to detail and in a timely manner as well as flexibility and adaptability to change.
- Strong problem solving skills - ability to identify, evaluate, and solve problems effectively.
- Strong listening skills and the ability to write and speak clearly and persuasively, including speaking in small and large group settings.

Required Skills and Qualifications

- Commitment to intersectional social justice, Latina/o/x communities, and reproductive health, rights and justice.
- Ability to work with Latinas/xs of all ages, ethnicities, sexual orientations, economic, and gender identities.
- Two to four (2-4) years of experience in leading community organizing efforts and developing campaigns.
- Experience in leading voter engagement tactics (i.e. phone banking, canvassing) through at least one electoral campaign.
- Excellent ability to establish and cultivate relationships with diverse constituencies; learn people's unique skills and interests that could align with and contribute to CLRJ's goals; and motivate community leaders, activists, and colleagues.
- Experience planning and facilitating engaging and effective workshops, trainings, meetings, and other community events, including leadership development trainings on organizing skills - i.e. recruitment, facilitation, public speaking, etc.
- Valid California driver's license and legally required car insurance, and regular access to a personal vehicle to conduct CLRJ business.
- Computer literacy, including proficiency in MS Word, Excel, PowerPoint, Google Drive, Docs and Sheets, and experience with database programs.
- Social Media Literacy (Facebook, Twitter, Instagram, WhatsApp, GroupMe, etc).
- Flexibility with work schedule; schedule requires some evenings and weekends and travel across California.
- Bilingual in English and Spanish.

Preferred Skills and Qualifications

- Experience working on state policy advocacy campaigns.
- Experience leading organizing campaigns within a grassroots membership organization.
- Experience coordinating or leading electoral campaigns, including recruitment and supervision of paid and volunteer door and phone canvassers.

Location, Duration & Compensation

- Annual salary is \$40,000 - \$46,000 (commensurate with experience).
- This position is based in Los Angeles with some required travel.
- This is a full-time position, with length of time contingent on new/available funding.
- Paid benefits package including: Medical, dental, and vision, life, long term and short-term disability insurance; approximately \$650 monthly (\$7,800 annually).
- Paid monthly parking equivalent to \$130 monthly (\$1,560 annually).
- Paid vacation, sick/personal time, family and medical leave.
- Additional paid time off: Eleven holidays and two weeks of winter holiday break available at the discretion of the Executive Director.
- Significant opportunities for professional development and growth.

How to Apply: Please send cover letter, resume, and writing sample in **Word** or **PDF** to Human Resources via email at: careers@clrj.org. *Please write **COMMUNITY ORGANIZER** in the email subject line.* Applications will be reviewed on a rolling basis. Position open until filled.

CLRJ is an equal opportunity employer. People of color, lesbian, gay, bisexual, transgender people and those with disabilities are strongly encouraged to apply.