The New Movement to Redress Racial Segregation

Vacancy Announcement

Job Title: Organizing Director

Annual Salary: $90,000 per year or more, depending on experience and qualifications

Location: Flexible

GENERAL DESCRIPTION OF POSITION

The New Movement to Redress Racial Segregation is a racial justice organization. It aims to organize and/or local movements in communities throughout the U.S. that will help residents to build and wield collective power to redress the segregation of their own and neighboring communities. While the local activities will vary as needed, they generally include campaigns to improve the resources of low-income segregated neighborhoods, resist massive displacement from uncontrolled gentrification, create housing opportunities for economically and racially diverse populations in segregated white middle class neighborhoods and stabilize desegregation in neighborhoods where it exists (control gentrification and suburban white flight).

The Organizing Director will help build the national organization, develop organizing strategy, lead local organizing campaigns, and develop and supervise a team of local organizers. This position requires someone with significant organizing experience who is committed to practicing hands-on approaches to lead community organizing campaigns.

EXAMPLE OF DUTIES

● Works as part of the organization’s senior leadership team to develop and implement a long-term, strategic, racially equitable organizing plan
● Identifies, recruits, develops and supervises community organizers assigned to local regions or communities
● Supervises staff in developing and maintaining local organizing committees to redress segregation, including modeling best door-to-door, one-on-one organizing practices, facilitating workshops, providing guidance, oversight and accountability for staff as they perform their duties
● Takes highly collaborative approaches to develop and execute innovative strategies for escalating organizing drives
● Supports and collaborates with existing local organizations that pursue racial justice and housing affordability goals
● Ensures alignment of campaigns by local committees with the New Movement’s strategic goals
● Other duties as required

GUIDANCE

Reports to the senior leadership of the New Movement to Redress Racial Segregation
SUPERVISORY RESPONSIBILITIES
Supervises a team of community organizers

REQUIRED QUALIFICATIONS
● Experience leading community organizing or union member organizing campaigns
● Experience utilizing digital platforms and social media toward organizational strategic goals
● Experience working with digital organizing and communications
● Supervisory experience
● Familiarity with the variety of existing local organizing models, their theories and tactical approaches
● Willingness to experiment
● Demonstrated commitment to racial justice
● Ability to work comfortably with legitimacy across economically and racially diverse communities

OTHER DESIRED QUALIFICATIONS THAT COULD INCLUDE:
● Experience identifying, recruiting, and developing volunteer community leaders
● Experience building and advising local organizing committees
● Experience using tools such as: ActionKit, Mobile Commons, ThruText, Zoom
● Build and oversee SMS campaigns
● Ability to work independently and effectively with leaders of complementary organizations and other established community leaders
● Experience leading teams
● Excellent verbal and written skills
● Excellent public speaking skills
● Excellent organization skills
● Experience leading campaigns to win racially equitable housing policies
● Knowledge of the history of segregated housing, discriminatory zoning and redlining practices, environmental and transportation policies that contribute to racial segregation

TRAVEL REQUIREMENTS
The Organizing Director must be available for regular and/or long-term travel over large geographic areas. Temporary assignments away from home will often be required.

BENEFITS
Usual benefits will be provided, although initially they may be in the form of a benefits allowance.

APPLICATION REQUIREMENTS:
Please submit your resume, or comparable narrative description of experience and qualifications, and a cover letter. Your cover letter should include the reasons you want to work for the New Movement to Redress Racial Segregation, an example of how you demonstrated success in a similar position, and a description of how this position fits into your long-term career goals. Send to: WAPritchettAssociates@gmail.com

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