



Faith In Action Bay Area

Job Announcement - Community Organizer (Bilingual Spanish/English)

About Faith In Action

Faith In Action believes all people have power and a voice. Every day we amplify that power by uniting diverse faith voices and equipping grassroots leaders to stand up for what their communities need, winning systems changes that improve the lives of Bay Area residents. We are a multi-faith, multi-racial organization working to transform the Bay Area into a place that supports inclusive and integrated communities where all - regardless of age, race, language, legal status, income, religion or identity - can live safe, dignified, and healthy lives, free of fear and alienation. Our work is guided and led by our community based leaders who are directly impacted by socio-economic and racial injustice.

Faith In Action clergy, grassroots leaders, and staff are helping to lead some of the most urgent fights for justice and equity in the region, including: organizing tenants to fight for housing justice; protecting and expanding affordable housing; welcoming immigrants as full citizens in this country (e.g. keeping families together, economic dignity); holding police accountable and dismantling the criminal justice system. We do all this through leadership development, grassroots advocacy, and mobilizing voters.

Faith In Action is a member of PICO CA network and Faith In Action National Network, the largest grassroots faith-based network in the U.S.

Position Summary

We are seeking a full-time **Community Organizer**, fully bi-lingual in English and Spanish, to develop leadership and drive social justice campaigns throughout San Mateo County. Located just south of San Francisco and within the Silicon Valley region, San Mateo County is a region of contradictions and an epicenter of economic inequality in the country. Faith In Action Bay Area has been leading cutting-edge work led by our grassroots leadership, and those who are most impacted by socio-economic and racial injustice, and we are looking for community organizers who can continue to advance this work.

Candidates should have passion and a track record of doing justice-related work. The ideal candidate will have experience in community organizing; excellent written and verbal communication skills; emotional intelligence; comfort in multiple ethnic and religious communities and a track record of *developing other people's leadership*. This is an amazing opportunity to be a part of a diverse and growing organization and team that is creating positive, systemic change in the Bay Area and California.

Job Functions

- Build and train grassroots organizing teams in religious congregations, public schools, apartment complexes and community groups in the art of community organizing so they can take action to change systemic inequities
- Train grassroots leaders to have an economic and racial analysis of the systemic inequities they face in their communities

- Work with staff team and PICO California network in support of organization-wide, state and national campaigns (immigration, housing, mass incarceration/violence prevention, economic justice)
- Work with coalitions to build powerful campaigns and contribute to building movements across the region
- Utilize web tools to engage individuals, inform the broader community and amplify our analysis and message
- Participate in Faith In Action staff development, staff meetings and administrative activities, as required
- Support fundraising efforts, as needed

Qualifications Required

- Demonstrated commitment to social justice; community engagement experience
- Strategic thinking skills—ability to design activities that build organization, promote movement, and influence community decision makers
- Ability to work with diverse religious, racial, and geographic communities
- Self-motivated, self-disciplined and flexible; experience working with significant autonomy; able to work independently and on a team
- Group facilitation skills; able to nurture, manage, and guide teams
- Cultural competence and emotional intelligence to support and nurture a culture of belonging in multi-racial and interfaith spaces
- Strong interpersonal and relational skills and love of people
- Strong writing and communications skills
- Able to effectively prioritize, set goals, design work plans, and execute with nimbleness
- Must be flexible and willing to work nontraditional hours (e.g. 1-2 nights/week and 1-2 weekend days per month) in a demanding and rapidly changing work environment; hours are flexible and set by each staff person
- Must have a driver's license (this job requires driving, mileage reimbursed)

Qualifications Preferred

- At least 2-3 years professional experience in community organizing
- Familiarity with Bay Area/California politics, communities, and cultures
- Experience doing voter engagement work, such as Integrated Voter Engagement, deep canvassing and phone banking
- English-Spanish bilingual

Compensation

Salary \$60,000 to \$70,000 depending on experience. Full medical and dental benefits, life insurance, retirement contributions, 3 weeks of personal vacation + 12 days of sick leave each year. Extensive training included.

Application Procedure

Submit the following items to lorena@faithinactionba.org with subject head "Community Organizing Application"

1. An electronic file of your resume (preferably a PDF)
2. A cover letter stating why this is a fit for you and for Faith In Action Bay Area

Application/Hiring Deadline: Applications and interviews will occur on a rolling basis.