



Creating an Oregon where all mothers, caregivers, and families are economically secure.

**Position Title:** Organizing Director

**Reports to:** Co-Deputy Director

**Location:** A mix of virtual, in-office and travel around the state. Currently almost entirely virtual but this will shift. Candidates should live in NW Oregon, Central Oregon, the Willamette Valley, or Hood River County.

**Salary Range:** \$68,173 - \$84,071

**Classification:** Full-Time; Regular; Exempt; At-Will

## **Who We Are**

We are a multiracial group of passionate, feminist, racial justice-minded people who are committed to building structures in our society that will support the work of caregiving. We believe that caring for our children, our parents, and other loved ones is fundamental to our society, and our economy — and the lack of value for the work of caring for others is one of the root causes of large-scale gender and racial inequities.

We started as a grassroots group of impacted mothers and have grown into a leading advocacy organization on gender and economic justice in Oregon. We work for systemic change by: 1) organizing mothers and caregivers into a movement to fight for a more equitable system, 2) shifting cultural attitudes about work and care; 3) advocating for bold public policies like universal child care, paid sick days, paid family and medical leave, a higher minimum wage, equal pay for equal work, and more.

We have been highly successful — winning some of the best new laws and protections in the nation for Oregon's families. We work intentionally and deeply with a variety of people and partners to advance this work. We also do our best to walk our talk, and build a workplace that truly honors the physical and mental health and family responsibilities of our staff.

## **About this Role at Family Forward:**

The Organizing Director is responsible for leading our unique, feminist and

anti-racist transformational organizing program. Key elements of this program include emphasis on values and vision; engaging in the battle of ideas; grounding in mutual personal relationships; and leadership development that involves a variety of roles and cultivates a broad set of leadership skills among a wide range of people.

The Organizing Director currently manages 2-4 Organizers based in different parts of the state. They will ensure that Family Forward's organizing program centers mamas and other caregivers in social justice and political work, and that our organizing team is managed according to Family Forward's values. The Director has oversight over ensuring Family Forward's member base is engaged, heard, and represented in the work we do. They will also play a key leadership role within our organization, helping shape campaign and movement-building strategy for the work as a whole.

## **ESSENTIAL DUTIES & RESPONSIBILITIES**

- Lead the Organizing Team to:
  - build a strong, growing, racially diverse, dual language Spanish/English, and cross-class leadership program.
  - build a broad, racially diverse, mixed-language and cross-class base of mama and caregiver volunteers/members.
  - implement a set of outreach strategies and engagement opportunities centered in transformational organizing that bring new people into the movement, as well as offering a variety of pathways to greater involvement.
  - successfully utilize both digital and in-person approaches.
- Fully develop a leadership curriculum using a popular education framework that combines an intersectional understanding of oppression, community-building, development of key advocacy skills, and an understanding of movement-building.
- Work closely with Political, Communications, Development, Co-Deputy and Executive Directors to shape long and short-term strategy, collaborate work across teams, and ensure alignment with our movement-building goals.
- Proactively train and supervise a diverse team of Organizers toward



collective goals, in accordance with Family Forward's internal focus on equity, inclusion and belonging.

- Participate in organizing tables within multiple local coalitions and national networks.
- Track progress of the overall program using metrics that reflect transformational organizing principles, and utilize data to further inform our work

## **REQUIRED SKILLS & ATTRIBUTES**

- Committed to Family Forward's mission and an understanding of the barriers women, and particularly mothers, caregivers, and women of color face.
- Committed to personal anti-racism work.
- Desire and ability to organize mothers and caregivers across race, class, gender, immigration status, and more.
- Experience with, and preference for, working in a racially and culturally diverse environment with people of all abilities and backgrounds.
- Experience leading, coaching, and supervising a diverse team of strong, justice-focused, advocates - most or all of whom have young children of their own and/or other significant caregiving responsibilities.
- A humble leader, who supports others in leading, and can spot leadership qualities in other people and work to support them in their leadership.
- Awareness of political context, opportunities and constraints.
- Excellent time and project management skills.
- Able to work independently as well as collaboratively within a racially and culturally diverse team environment.
- Excellent verbal and written communication skills in English.
- Strong technology and database skills, including EveryAction, Zoom, Hustle, Microsoft Office and Google Suite.

## **Preferred (but not required) Skills and Attributes:**

- Fluency in Spanish
- Leadership experience in an advocacy nonprofit



## **Wages and Benefits**

The annual salary range for this position is \$68,173 - 84,071.

Family Forward offers an excellent benefits package to employees including a generous PTO policy that our employees are encouraged to fully utilize, fully subsidized employee health, dental, and vision insurance, significant contribution to dependents' health, dental and vision insurance, access to a retirement savings plan, access to a Flexible Spending Account, and schedule flexibility.

We are committed to living our values and to supporting our employees in coming to work as full people. We value supporting balance between work and our rich personal lives. We value having an inclusive and family-friendly work environment.

## **To apply**

People who identify as Black, Indigenous and/or people of color, queer, transgender, gender nonconforming people, mothers and other people with caregiving responsibilities, and people with disabilities are strongly encouraged to apply.

We are focused on building a diverse and inclusive workforce. If you're excited about this position but do not meet all of the qualifications listed above, we still encourage you to apply.

Please submit your resume and a cover letter to Katrina Gonzalez Yuen by emailing [jobs@familyforward.org](mailto:jobs@familyforward.org) with "Organizing Director" in the subject line. Your cover letter should speak to your commitment to racial, gender, and economic justice and your relevant experience. The final deadline to apply for this position is April 25, 2022.

Family Forward Action is an Equal Opportunity Employer. We do not discriminate on the basis of race, creed, color, national origin, sex, age, sexual orientation or disability.

