



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

**Position Title:** Regional Organizer

**Reports to:** Organizing Director

**Location:** We are interested in a few regions, including Central Oregon, Portland, East Portland, Washington County, and Lane County. Candidate should reside in the community in which they would organize. The position will require travel within that region as well as occasional travel to other parts of the state.

**Salary Range:** \$54,388 to \$67,071 for a full-time position. For part-time organizers, the salary will be pro-rated.

**Classification:** Full-Time; Regular; Exempt; At-Will. (However, we are open to a part-time schedule.)

### **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.

## **YOU ARE PERFECT FOR THIS JOB IF YOU...**

- Are a mama, a caregiver, or have another intimate connection to the economic justice issues we work on.
- Have a passion for feminist, anti-racist, grassroots advocacy work.
- Enjoy a flexible and family-friendly work environment.
- Enjoy working as an important part of a team.
- Believe in, and understand why policies like paid sick days, paid family leave, workplace flexibility, and quality and affordable child care are critical for the economic security of mothers, women of color and caregivers..
- Enjoy meeting new people and love working directly with mamas and caregivers.
- Have a natural inclination toward building up other people's confidence, skills and leadership.
- Want to make the world a better place for mothers, caregivers and their families.

## **POSITION SUMMARY**

We are seeking a Regional Organizer, who will be responsible for executing regional aspects of our statewide organizing program. We are building out our unique, transformational organizing approach, which centers mamas and other caregivers in social justice work and prioritizes both the education and experience of volunteer leaders in the work. The Regional Organizer will



work within their community to identify and recruit new volunteers, as well as train and support the development of volunteer leaders.

Family Forward is an intersectional feminist organization committed to racial and gender justice. It is critical that the ideal candidate understands and is able to communicate about systems of oppression and has the drive to organize mamas and caregivers across race and class. If you are looking for an opportunity to create major change in the lives of women and families, we are eager to meet you.

### **ESSENTIAL DUTIES & RESPONSIBILITIES**

- Recruit and manage volunteers.
- Launch and sustain political education and leadership teams centering mothers, caregivers, and anyone else profoundly impacted by the issues.
- With other organizers, launch and sustain an expanding, statewide leadership group.
- Listen to and learn from volunteers, bringing feedback, ideas and concerns back to our staff team.
- Facilitate listening sessions, workshops/trainings, actions, webinars, Facebook Lives, and more, to engage our volunteer base in multiple ways.
- Support leaders in specific advocacy and leadership tasks such as talking with media, lobbying elected officials, testifying in hearings, sharing personal stories, canvassing, text-banking, and phone-banking, serving on workgroups/committees, coalitions, and other leadership groups outside our organization
- Maintain excellent data records of volunteers, leaders and activities.
- Use digital and other strategies to engage new people in our work.



- Build relationships with volunteer leaders with a heavy focus on leadership development, supporting them individually as they find their unique leadership path.

## **REQUIRED SKILLS & ATTRIBUTES**

- Have a commitment to Family Forward's mission and an understanding of the barriers mothers, caregivers, and women of color face.
- Commitment to gender, racial, and economic justice work
- Be a people-person who loves meeting new people and learning from them.
- Have excellent time and project management skills.
- Be confident, friendly, professional, resourceful and helpful.
- Be able to work independently and collaboratively within a racially and culturally-diverse team environment.
- Be a people-person who loves getting to know new people and learning from them.
- Have excellent verbal and written communication skills in English.
- Have strong technical and data entry skills and experience using Microsoft Office and/or Google Suite tools and video conferencing technology.
- Have an ability to learn new platforms (such as Hustle, Every Action and the VAN) quickly.
- Access to reliable internet and cell phone service.
- Available for frequent and regular evening and weekend activities.
- Willingness to travel as needed to other parts of Oregon with some regularity.
- Access to reliable transportation.

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



- Background in organizing, working with volunteers, and/or working in Oregon politics.
- Experience building leaders and in deepening the engagement of members and volunteers.
- Fluency in Spanish.
- Sales or customer service experience.
- Experience working remotely.
- Familiarity with the VAN, Hustle, and Every Action or other CRM platforms.

### **Wages and Benefits**

The annual salary range for this full-time position is \$54,388 to 67,071. For part-time organizers, the salary will be pro-rated.

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 "Regional Organizer" 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 Friday, April 22, 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.

