



Coalition Organizer

APPLICATION DEADLINE: May 24th, 2021 or until filled

Send resume and cover letter to jobs@pugetsoundsage.org; Subject: Coalition Organizer.

Questions can be addressed to Elena Perez, Organizing Director, at elena@pugetsoundsage.org

ABOUT PUGET SOUND SAGE & SAGE LEADERS

Puget Sound Sage charts a path to a living economy in the South Salish Sea and Duwamish River Valley (greater Seattle) regions by developing community power to influence, lead, and govern. We ground our policies in community-based research with people and organizations serving BIPOC workers, their families and communities. Through the power of coalitions centering impacted communities, we have advocated for and passed some of our region's most exciting policies that promote climate justice, good jobs and equitable development in low-wage and people of color communities. Our campaigns and theory of change are rooted in racial justice, which for us means working for Black liberation and in solidarity with Indigenous communities as we collectively build power in our region.

Our family of organizations includes Puget Sound Sage (501c3) and Sage Leaders (501c4), an affiliated organization that cultivates deep democracy in Washington state by developing Black, Indigenous and People of Color community leaders for civic and elected leadership. We are a staff of 20, based in Seattle's Chinatown/International District, currently working remotely.

ABOUT THE POSITION

Sage seeks an experienced Coalition Organizer to support the overall success of Sage's power-building programs and campaigns. The Organizer will help Sage reach ambitious goals for climate justice, community control of land and development, and BIPOC worker rights through: building strong coalitions; educating and mobilizing partners; and moving campaigns for policy change. The Organizer will work on up to 3 campaigns at a time, including supporting Sage's SouthCORE coalition, and help develop campaign and organizing strategy in collaboration with members of Sage's Capacity-Building, Organizing, and Policy (CBOP) team.

This role is best suited for a people-person whose first instinct is to go talk to people and community, who thrives in a team setting, and who builds power across people most impacted by systemic racism and oppression. The Organizer role is a full-time, exempt, union-represented position.

PRIMARY RESPONSIBILITIES

Organize People, Partners, and Coalitions (60%)

The Organizer will work on 1-3 campaigns at any given time and be responsible for building power and mobilizing in support of the campaign goals. Specific roles vary depending on the needs of each campaign. In partnership with their team, the Organizer will do this body of work in two major ways: mobilizing people and partners, and building/facilitating coalitions.

Mobilizing People and Partners

- Build and maintain reciprocal, genuine relationships across movements for racial, economic and climate justice

- Develop leaders in community – build the capacity of our coalition partners to tell their story, advocate on our issues, mobilize others, and represent the coalition at taskforces, boards, and other “tables” to advance our goals.
- Mobilize people to take action in our campaigns – contact elected officials, testify in public meetings, participate in direct actions
- Develop and maintain systems for tracking organizing data in Sage’s CRM database (EveryAction).

Coalition Building and Facilitation

- Build strong coalitions that build and exercise power together through collective action
- Ground teams in shared values, vision for success, goals and strategies to advance campaigns and policy advocacy
- Developing relationships through trust building and conflict resolution based in a model of restorative justice
- Facilitate effective meetings and workshops to bring a group to decision
- Facilitate effective strategy development processes that engage partners and result in creative tactics rooted in our communities’ resources
- Share your personal story and the story of our communities in a way that inspires groups toward collective action
- Develop shared leadership and equitable distribution of resources centering those most impacted in ways that sustain a group in long-term movement-building

Contribute to Team Strategy and Development (30%)

The Organizer will collaborate closely with other members of Sage campaign and program teams to make decisions and share responsibilities. Specific roles vary depending on the needs of each campaign, including:

- Help identify and develop campaigns in ways that center the priorities, solutions and leadership of those most impacted by the issues being addressed
- Expand Sage’s reach through a collective strategy for outreach, education and relationship-building that engages individuals and communities heavily impacted yet underrepresented among Sage’s existing partnerships and coalitions
- Implement compelling story-telling strategies, in collaboration with Sage’s Communications Manager, by creating and distributing relevant materials for email and social media; articles, presentations, and other campaign communication needs
- Reliably and promptly offer updates, reports and feedback to ensure successful coordination and implementation of programs and campaigns
- Engage regularly with teammates via meetings and daily communications.

Team Participation and Other Responsibilities (10%)

- Participate in weekly staff meetings, semi-annual team retreats, racial justice transformation work, and other organization-wide development
- Stay up-to-date on operations tasks (timesheets, expense requests, lobbying reporting, evaluations, etc.)
- Actively grow personal professional development, in collaboration with supervisor and teammates

QUALIFICATIONS

Experience

- 3 years' experience in community, coalition, union or social movement organizing
- Experience building the political analysis of marginalized individuals and moving them to civic and political action on issues that impact them and their communities
- Experience developing and implementing campaigns to win strategic goals (includes experience as paid staff, volunteer, or personal activism)
- Facilitation experience, especially as it relates to inspiring groups toward collective action and shared decision-making

- Significant experience working collaboratively with persons of diverse racial and ethnic backgrounds, languages, socioeconomic status, age, abilities, gender identities and sexual orientation

Skills, Knowledge, and Values

- Demonstrated commitment to anti-racist, intersectional social justice work including knowledge and familiarity of equity frameworks and the capacity to lead within such a framework
- Develops creative campaign strategy with compelling action/tactics that challenge power; a disruptor who speaks truth to power and is down for direct action
- Ability to express a vision or theory of change and connect it to specific campaigns through storytelling; communicates in a way that moves people to action
- Ability to legally drive in Washington state (possession of a U.S. driver's license and insurance), and access to a reliable, insured vehicle; willingness to travel throughout south Puget Sound region
- Flexible schedule to accommodate some weekend and evening hours

COMPENSATION

This is a full-time, exempt, benefits-eligible, union-represented position. The starting salary for this position is \$63,000 - \$68,000. Family health benefits available at up to 93% employer-paid, retirement contribution after one year of employment with no employee match required, generous vacation and personal time, transit pass, and \$1,000 annual allocation for Professional Development per staff person.

TO APPLY

To apply, **email resume and cover letter to jobs@pugetsoundsage.org**. Please use "Coalition Organizer" as the subject line, and in your cover letter briefly describe your motivation and passion for the position. In the body of your email, please let us know how you found out about the position, and label all submitted materials with your first and last name. This position is open until filled, but priority review will be given to candidates who have submitted their applications by May 24th. Applications received after that date may be reviewed in a second round. Only applicants who are offered interviews will receive a response.

Puget Sound Sage is committed to hiring and advancing personnel with an explicit regard to advance women, Black people, Indigenous people, people of color, immigrants, LGBTQIA people, and other people from traditionally underrepresented communities. Further, we are committed to working with allied organizations which do the same.