

Job Posting

Housing Rights Organizer

About the Organization

Canal Alliance exists to break the generational cycle of poverty for Latino immigrants and their families by lifting barriers to their success.

Every day, we work to educate, empower and support motivated immigrants to better meet their needs—from feeding their families and advancing their education, to learning English and becoming American citizens. Canal Alliance strives for a trauma-informed approach and inclusive culture. We invest in high quality services, professional development and work-life balance.

Position Summary:

The Civic Engagement Housing Organizer/Coordinator implements strategies and activities to support and engage Latino renters in the Canal neighborhood and other low-income communities in Marin. The individual in this position nurtures community leaders at the local level and educates families and individuals on tenants' rights, housing organizing and anti-displacement. This position also coordinates with partners, volunteers, and other key stakeholders to effectively expand tenant support structures and housing justice. The Senior Manager of Advocacy and Engagement will supervise this new role within the Policy and Civic Engagement (PACE) team.

Essential Functions:

- Work with the PACE team, external partners and other community leaders to establish and oversee organizing and power building priorities and strategies.
- Works closely with Senior Manager of Policy on housing rights campaigns to understand technical policy and share outcomes of grassroots engagement, educate residents about our housing priorities and strategy, support the development and distribution of materials like event flyers, one pagers, sign-on petitions, and more
- Organize community facing efforts to support, educate and engage community in furtherance of housing equity, tenant rights, and anti-displacement
- Participate in monthly housing coalition meetings
- Builds trust and connects with residents and community leaders
- Develop Leadership Academy Housing Series curriculum, messaging, and training structure to create tenant rights, resources, and leadership
- Train, coach, and supervise resident leaders to conduct Leadership Academy Housing Series, using a train the trainer model to build a community-led technical assistance structure
- Conduct Housing Office Hours/Clinic to share tenants' rights and coordinate the provision of legal aid by partners to residents and community leaders with the support of our partners
- Collect data to effectively report progress in civic engagement and other PACE projects and recommend adjustments to maximize outcomes and overall strategy
- Assist with general administrative and programmatic support and other duties as assigned by supervisor

Requirements

- Ties to Marin County (preferred)
- Knowledge of Latino, immigrant, or low-income communities

- Associate or Bachelor's degree in social justice, social work, sociology, other related fields, or equivalent combination of education and experience.
- 1-2 years of experience in civic engagement/community organization/base-building grassroots leadership development, and working on issue-based campaigns
- 1+ years of experience effectively supporting, managing, coaching, or mentoring individuals in community organizing or similar outreach position
- Bilingual in English and Spanish (Bi-cultural preferred)

Knowledge, Skills, and Abilities

- Strong relationship-based leadership and team-building skills
- Familiarity with equitable housing concepts and tenants rights
- Excellent verbal and written communication skills for Latin-American immigrant families and second-generation Latinos in the US
- Strong meeting planning and facilitation skills
- Experience with popular education and community empowerment
- Experience working with culturally diverse teams and inclusive decision-making
- Experience applying conflict resolution and restorative justice techniques
- Strong organization and communication skills, with excellent follow-through
- Proficient with Microsoft applications including Outlook, Word, PowerPoint, Excel, and Salesforce
- Strong commitment to housing equity and social justice

Compensation & Benefits

This is a full-time, non-exempt position with benefits. We offer a competitive salary with a benefits package that includes:

- Hourly rate of \$30
- Full-time, non-exempt position
- 3 weeks paid vacation per year
- 12 days of sick leave per year
- Paid Birthday each year
- 16 paid holidays per year
- 100% paid employee medical & dental insurance, life insurance, LTD, and EAP.
- 403(b)-retirement plan with employer match of up to 4% after 3 months of employment.
- Voluntary benefits include FSA, vision, life, and pet insurance, as well as coverage for dependents.
- Telehealth for physical and mental health

Canal Alliance is running a 4 Day Work Week Pilot from February to June 2024: Work 4 days / 32 hours in a highly effective and efficient team - and get paid 5 days / 40 hours!

Location

This position is hybrid, requiring an average of 3 days per week in the office and surrounding community, including attendance at quarterly in-person staff retreats. This position requires a flexible schedule and availability outside of normal business hours.

Application Process: Please apply by clicking this link
<https://recruiting.paylocity.com/Recruiting/Jobs/Details/2467611>