

## Director of Organizing- NYC

### ORGANIZATION OVERVIEW

Community Voices Heard (CVH) is a member-led, multi-racial organization principally composed of women of color and low-income families in New York State. Founded in 1994 by welfare recipients in New York City working to fight unjust welfare policies, CVH tackles tough issues and builds power to secure racial, social and economic justice for all New Yorkers.

Through grassroots organizing, leadership development, policy changes, and creating new models of direct democracy CVH is creating a truly equitable New York State. CVH's core organizing issues include fighting for a just social safety net, good jobs and access to them, truly affordable housing, sustainable and resilient communities, and a participatory democracy.

CVH works towards its goals with four key strategies:

**Base Building:** *Using a model of multi-issue, multi-generational, and multi-cultural base building actively increases the number of impacted community members joining the fight for social change for their community.*

**Leadership Development:** *Through leadership development, CVH empowers member leaders to organize their neighbors and build collective power to achieve systemic change.*

**Strategic Campaigns:** *In true participatory-action form CVH members and staff organizers work together to research and share lived experiences, bringing unique and authentic perspectives to the issues.*

**Actions:** *Within each campaign, CVH members engage in creative, non-violent actions and demonstrations to bring to light the issues faced by those most affected by the decision making of those in power.*

CVH is working to build a society in which the systems that govern foster racial, social, and economic justice – not exploitation – particularly for low-income people of color. CVH seeks a society in which all people – regardless of their race, ethnicity, religion, age, gender expression, sexual identity, citizen status, primary language, and ability – are treated with mutual respect and where privileges of one group do not exist.

## POSITION OVERVIEW

Community Voices Heard is growing and seeking a highly experienced Director of Organizing to manage and build CVH's organizing and campaign work in the NYC region. This position will manage the base building and campaign work in our chapters located in New York City.

We are looking for someone who will be both a senior strategist in the organization as well as work intensively with our organizing team to help them reach their fullest potential in base-building, leadership development, and winning strategic issue campaigns at the local, state and federal levels.

The ideal candidate for this position will be someone who has a vision and strong desire to build CVH's statewide power, but also loves to implement program work at the local level and to work directly with organizers and leaders to build a strong, powerful base.

The primary responsibilities of the position are to:

- Provide strategic vision and direction (along with staff and leaders) for building CVH's New York City organizing, with a particular eye and focus on building power at the state level to win state level policy and administrative campaigns.
- Develop and supervise organizers in New York City to ensure campaigns and base building are producing strong results in membership growth, campaign wins, base-building, and leadership development metrics and helping organizers manage citywide coalitions, campaigns, and special projects.
- Manage CVH's Leadership Development, skills building, and political education work and ensure that all organizers are integrating and executing CVH's nationally recognized leadership development model on a regular and consistent basis.
- Encourage the use of direct-action, as necessary and appropriate, to advance campaigns.
- Collaborate closely with the Senior Leadership team to develop strategies, manage statewide and national partnerships, and advance policy and issue campaigns.
- Work with the Political Director to ensure that activities of CVH's sister organization, CVH Power, are supporting base-building and issue campaigns.
- Set up, manage, and hold staff accountable to using organizing systems and database usage, creating a culture of using data to enhance the effectiveness of organizing.
- Prepare written reports, meetings summaries, and related materials, as required.
- Work in collaboration with the organizing team and the Director of Development to inform campaign-related grant proposals as well as track deliverables for grant reports.

The position will report to the Executive Director and will be part of the Senior Leadership Team.

**Qualifications:** The ideal candidate is a seasoned organizer, a strategic campaign planner, and an experienced staff manager and leader with grassroots, labor, or political organizing experience, and experience building, leading, and managing teams.

- Applicants must be committed to an ideology of building community power and share our commitment to membership grassroots decision-making, progressive politics, and our theory of social change that is tied to metrics and measurable campaign wins that deliver concrete improvements to CVH members and communities.
- At least 5+ years community organizing, union organizing, political organizing, and/or legislative issue advocacy experience required.
- Strong track record of winning concrete campaign victories, mobilizing large numbers of people into action, power analysis, campaign development, data-driven planning, and building community leadership.
- Experience supervising and/or managing other at least five organizers and working in and managing work teams.
- Spanish or Haitian Creole language skills are strongly desired, but not required.
- Knowledge of the political landscape in New York State politics is a plus, but not required.

### **COMPENSATION:**

Salary range is \$90,000-\$100,000, commensurate with experience. Excellent benefits include health insurance (medical, dental, vision), short- and long-term disability insurance, sabbatical policy, 403(b) retirement program, personal and sick days, generous vacation leave, and holiday time off.

### **TO APPLY:**

CVH is an equal opportunity employer. People of color, women, LGBTQ individuals, and people with current/ or past experience on public assistance or residency in public housing are strongly encouraged to apply. Applications will be reviewed on a rolling basis.

Email your résumé and cover letter (with subject line: NYC Organizing Director, CVH), to [cynthia@cvhaction.org](mailto:cynthia@cvhaction.org). Applications submitted in any other format will not be considered