



JOB ANNOUNCEMENTS:

Organizing Director



HOUSING CALIFORNIA

Since 1988, Housing California has worked to create a California with homes, health, and wealth for all in thriving, sustainable communities. We bring together a diverse, multi-sector network to prevent and end homelessness, increase the supply of safe, stable, affordable housing options, and reverse the legacy of racial and economic inequities by building power among the people most impacted by housing injustice, shaping the narrative, and advocating for the passage of transformative statewide policy solutions.

RESIDENTS UNITED NETWORK (RUN)

Led by Housing California, RUN is a statewide, regionally connected grassroots network led by affordable housing residents in partnership with affordable housing developers, service providers, and regional affordable housing advocacy partners that builds power to win transformative statewide affordable housing and homelessness policy change. RUN was founded in 2014 by Housing California in partnership with Community Change. Learn more [here](#).

Housing California seeks candidates to fill our Organizing Director position. Successful candidates will be passionate and experienced leaders, excellent strategic thinkers, and have the proven ability to build the power of those most impacted by our state's housing crisis.

SUMMARY

The Organizing Director will connect and lead statewide, multisector coalitions and grassroots networks that center people with lived experience of housing instability, to advance shared priorities and change the balance of power in state policymaking. In particular, the Organizing Director will provide leadership to Housing California's signature power building initiative, the Residents United Network, to grow the network and increase RUN leaders' impact on state-level homelessness and affordable housing policies.

JOB RESPONSIBILITIES

Strategy and Vision

- Set and guide statewide organizing strategy, in collaboration with Housing California leadership, the organizing team, consultants, Community Change, resident leaders, Housing California's policy and communications teams, regional and local affordable housing partners, and other community organizing allies to bolster and grow the power and influence of residents of affordable housing in our movement.

- Develop, refine, and strengthen RUN governance and decision making processes to strengthen and support coordination, alignment, and integration with other parts of Housing California's work.
- Identify and plan for data tracking needs, strengthen the database, and track and evaluate the effectiveness of RUN strategies.

Leadership Development, Organizing, and Expansion

- Grow RUN's influence by expanding its membership and deepening engagement of resident leaders, affordable housing developers, and other partners through traditional and digital organizing.
- Develop the leadership capacity and impact of affordable housing residents, service providers, and regional advocacy organizations throughout the state through trainings, mentorship, and actions.
- Build and sustain relationships with nonprofit affordable housing developers, power building organizations, and other housing advocates working in this space.
- Oversee the planning and execution of RUN's Annual Summit, regional convenings, and Housing California's Lobby Day.

Policy Advancement

- Working in close partnership with Housing California staff and partners, manage and oversee RUN's legislative, budgetary, and electoral strategy, including developing legislative priorities, monitoring priority bills, planning in-district visits, researching key legislators, supporting local and regional organizers to prepare RUN leaders for visits, and holding policy briefings and trainings for RUN leaders.

Communications

- Work closely with the communications team to develop and distribute regular RUN communications to create a shared narrative that inspires, energizes, and connects resident leaders, affordable housing developers, service providers, and regional advocacy partners locally, regionally, and statewide and to lift up local stories, advertise RUN's successes, and advance a shared policy agenda.
- Work with communications team to develop a cadre of RUN spokespeople, secure earned media coverage, and advance resident stories through op-eds, press events, social media, and other communication strategies.
- Represent Housing California on organizing and community engagement issues at public events.

Organizational Responsibilities

- Work with the Executive Director and Operations Director to cultivate funder relationships, draft grant proposals and reports, and generally assist with fundraising to support Housing California's organizing work.
- In collaboration with the Executive Director and other members of the management team, work to cultivate a culture of excellence, fun, and care across the organization.
- Assist with other organizational responsibilities that further the strategic goals of the organization.

QUALIFICATIONS

We are seeking candidates who have:

- A demonstrated commitment to racial, gender, disability and economic, and housing justice.

- Minimum of 7 to 10 years of organizing experience including experience in a senior management capacity. Preference given to individuals who also have experience organizing statewide policy campaigns and/or on issues of housing policy, homelessness, equitable development, sustainable communities, infrastructure policy/finance, land-use planning, or other closely related field.
- Demonstrated experience developing and overseeing the implementation of coordinated and aligned organizing strategies with staff, consultants, and partners.
- Ability to see the big picture and to execute with minimal guidance through strong organizational and project management skills.
- Excellent staff management and coaching skills to supervise, mentor, and grow the capacity of the organizing team.
- A track record of collaborating and developing and maintaining strong working relationships with and among partners with different backgrounds, including experience working with low-income communities of color.
- Strong facilitation skills.
- A proven ability to communicate effectively (written and verbally) with a variety of audiences, including policymakers, community-based organizations, people who live in affordable homes or are experiencing homelessness, and the media.
- Demonstrated capacity for critical, independent, and creative thinking while working within and across program teams.
- Demonstrated commitment to meeting a high bar and a history of getting things done, even in the face of obstacles or multiple competing demands.
- Ability and willingness to travel periodically and attend occasional evening obligations.

Other Desired Skills

- Experience with public policy analysis and advocacy.
- Bilingual Spanish/English strongly preferred.
- Experience with non-profit fundraising, including developing and maintaining relationships with funders and writing grant proposals and reports.

Our ideal candidate may have experiences that don't directly match the qualifications above, we encourage people with equivalent experience to apply.

COMPENSATION, BENEFITS, AND LOCATION

This is a full time, exempt position that reports to the Executive Director. This individual would supervise at least two staff and coordinate closely with regional organizing coordinators in several regions throughout California. Salary between \$100,000 - \$125,000, depending on experience. While the position would ideally be based in Sacramento, the Organizing Director may work anywhere in California.

Benefits package includes fully paid medical, dental, vision, paid family leave, long-term disability and group life insurance coverage; commuting subsidy; cell phone subsidy; stipend for internet connection while required to be remote; 403(b) retirement plan with employer contribution; generous vacation, sick leave, and 12 paid holidays; training and professional development opportunities; and the possibility of remote work for a portion of your week.



CULTURE AND DIVERSITY

Housing California is committed to creating a just, equitable, diverse, and inclusive workplace that fosters a culture of ongoing learning and collaboration and supports, stabilizes, and incentivizes people to join the Housing California team and stay for the long game (e.g., professional development plans and opportunities, creating opportunities for professional advancement, staffing growth).

We value having staff who come from communities that are most impacted by the issues we address. We especially encourage Black, Latinx, Indigenous, and people of color; people from families that have immigrated to the U.S.; women; lesbian, gay, bisexual, and trans people; and disabled people to apply for these positions.

We aim for our work to be both effective and sustainable; we balance required travel during some parts of the year and the fast-paced legislative calendar with a commitment to our team's mental and physical health.

HOW TO APPLY

Applicants should submit a cover letter, resume, and writing sample (5 pages maximum) with the subject line: "Organizing Director Job Application" to Jade Chin at jchin@housingca.org. We will accept applications until the position is filled. The interview process may include two to three rounds of interviews.

Additional information on Housing California is available at housingca.org.