



Job Opening at Solid Ground

Job Title: Temporary Community Organizer

Department: Advocacy

Supervisor: Policy & Field Campaign Manager

Union Affiliation: N/A

Salary Range: 207

Status: Non-Exempt

FTE: 1.00

Solid Ground believes poverty is solvable. Our communities are stronger when we support stability and break down the barriers to overcoming poverty. Solid Ground does both. We combine direct services with advocacy to meet basic needs, nurture success, and spread change. Through our programs, people gain stability and build skills that equip them to move forward in their lives. Through advocacy, we work toward ending racism and other oppressions embedded in our institutions, policies, and culture that hold people back from succeeding. We bring the voices of people experiencing poverty into the political process, furthering social justice, and supporting our entire community to reach its potential.

- Demonstrate the initiative to learn and enhance skills that promote anti-racism, cultural competency and an understanding of oppression and its impact.
- Participate in intentional learning efforts, including events relating to understanding and dismantling institutional racism and building cultural competency.

Job Summary: The Statewide Poverty Action Network is a coalition of individuals and organizations taking action to eliminate the root causes of poverty through state-level and associated federal public policy. Poverty Action organizes with a racial equity lens and believes that those most impacted by poverty should lead our work. The Community Organizer at Poverty Action is a motivated self-starter who also works collaboratively to develop and implement the grassroots organizing strategy for the Statewide Poverty Action Network – coordinating our electoral work, our statewide listening sessions, our civic engagement campaigns, and in this temporary role, will help plan and coordinate a Community Assembly pilot program. This position also leads our volunteer recruitment and intern and coordination efforts, building a network of people and organizations taking action to eliminate root causes of poverty. This position is an integral part of our team, helping ensure that our legislative and electoral campaigns resonate with low-income communities and communities of color, and creating opportunities for action and leadership.

Essential Responsibilities, Duties and Tasks:

35% Organizing Strategy – Community Members

- Develop and implement Poverty Action’s grassroots organizing and community leadership goals and strategies, with a focus on organizing and mobilizing people who have lived experience of the issues we work on, such as people with low incomes, people of color, and people impacted by the carceral system. Utilize broad spectrum of online and in-person strategies to create opportunities for community members to take action.
- Facilitate contact between community members, grassroots leaders, and elected officials and state agencies in order to build an engagement pipeline that improves accessibility for people with low incomes to influence public policy decisions, change the narrative on poverty, organize locally in their communities, and build leadership. Provide ongoing training and support to community members as they engage in these processes.
- Manage the Voter Activation Network (VAN) database and analyze geographic data for targeted outreach. Use available research on voting behavior, organizing tactics, and election results to determine effective strategies.

30% Organizing Strategy – Community Partnerships

- Develop, foster, and maintain 1-3 long-term organizing networks in strategic locations across the state (ex. Pierce County, Yakima Valley, etc.) to support our civic engagement and legislative policy campaigns. Within these networks, connect community members to opportunities for civic engagement, such as voting and advocacy actions.
- Coordinate with coalitions and partner organizations across the state to implement field organizing tactics that advance our state policy priorities. Serve as field team lead for 1-3 policy coalitions, providing strategy and coordination of field activities for campaigns on a broad range of economic justice policies.

25% Team Lead for Interns & Volunteers

- In coordination with Poverty Action staff, identify and develop internship opportunities to address the needs of the organization.
- Recruit, train, lead, support, and direct tasks for Poverty Action’s interns, work study students, and volunteers. This includes one-time event volunteers as well as long-term projects.

10% Coordinate Community Events

- Co-lead the vision, planning, and implementation of annual MLK Day lobby day with 200 – 500 participants from across the state in Olympia, ensuring that activities of the day reflect legislative and organizing priorities. Provide direction to all Poverty Action staff, board members, and volunteers in support of the planning, implementation, and execution of the event.

- Plan, coordinate, and oversee the implementation of community listening sessions or similar community events in locations across the state. Work to engage listening session/community event participants in the ongoing work of Poverty Action.

5% Training and Teamwork

- Participate in program, department and agency meetings, relevant trainings, and the agency's anti-racism initiative as required.

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

Education and Experience:

Requires one of the following:

- Three years of experience in community organizing, including experience organizing communities of color and people with low incomes
- Bachelor's degree in a related field and two years of experience in community organizing, including experience organizing communities of color and people with low incomes
- Any combination of education, experience and measurable performance which demonstrates the capability to perform the duties of this position

Also requires:

- One year experience recruiting and coordinating volunteers
- Experience working with remote advocacy platforms like EveryAction or peer-to-peer texting, quantitative research, especially demographic data and voter records

Minimum Qualifications:

- Excellent communication skills, both oral and written, including the ability to make public presentations
- Ability to navigate unpredictable scenarios with people with lived experience in a trauma and systemic oppression-informed manner
- Outstanding organizational abilities, initiative, and attention to detail
- Ability to work individually in a self-directed manner and as part of a team
- Capable of conducting and leading regular outreach and field activities
- Ability to understand and track anti-poverty policies and state legislative processes
- Ability to recruit, manage and support volunteers with diverse backgrounds
- Aptitude in cultivating and sustaining relationships with grassroots leadership
- Demonstrated commitment to the mission of Solid Ground and the Statewide Poverty Action Network

- Access to reliable transportation and valid driver's license and the ability and willingness to travel throughout the State
- Willingness and ability to work with people from a variety of racial, cultural and economic backgrounds, with various lifestyles, sexual orientations, and generations
- Ability and willingness to work outside of normal business hours to attend meetings and hearings
- Strong background in Anti-Racism work

Desired Qualifications:

- Bilingual or full professional proficiency
- Long-term commitment to public policy
- Commitment to people impacted by our work, for example: formerly incarcerated, homeless, immigrants, State aid recipients or impacted by predatory lending practices

Physical Demands/Working Conditions: This position works in an office setting, performing general office duties 50% of the time and 50% of the time in the field. Employees spend 20% of office time on the computer, 20% of the time answering the phone, and 10% meetings. Work outside the office (50%) is 40% meetings, and 10% driving. Position requires employee to lift/carry up to 20 pounds rarely, 5-10 pounds occasionally and push/pull 15pounds seldom, 1-5 pounds frequently. Position has the ability to sit/stand as needed. Stairs not required. Must be able to use personal vehicle/bus on occasion.

Hours and Compensation: This is a full-time, temporary position starting at \$29.16 per hour plus benefits. Salary range \$29.16 - \$38.47. Benefits include medical, dental, short-term and long-term disability insurance, basic life insurance, 401(k) savings plan including agency contribution and match, holiday pay, generous paid personal leave package and tax- sheltered health care and dependent care accounts.

To Apply: Applicants **must complete the Solid Ground Application Form** specific to this position. To find an application online, go to <https://www.solid-ground.org/get-involved/careers/> then click on the Job Title for this position and complete the application. You may also leave a message on our job line at 206.694.6840 requesting a specific job application, or you may apply in person at 1501 North 45th Street in Seattle's Wallingford neighborhood.

Closing Date: Open until filled

Solid Ground is an equal opportunity employer committed to workplace diversity. We do not discriminate on the basis of gender, age, race and color, religion, marital status, national origin, disability or veteran status