



## JOB ANNOUNCEMENT

# **ORGANIZING DIRECTOR**

### **OVERVIEW**

Environmental Health Coalition (EHC) is a San Diego/Tijuana non-profit environmental, social and racial justice organization dedicated to empowering people, organizing communities, and achieving justice for low-income communities of color. We are an effective, results-oriented organization with a passion for social change. We have been making a difference in the lives of the individuals, families, and communities we serve for 40 years.

This is an exciting opportunity for a senior-level community organizer committed to racial and environmental justice. The Organizing Director plays a key role in developing a strategy for the neighborhood and regional campaigns. This includes oversight and supervision of staff organizers, designing and implementing regional base and power building strategy and tactics, and directing civic engagement work with immigrant communities and communities of color.

The Organizing Director's primary responsibility is to lead and manage all community organizing efforts. The Director supervises five Community Organizers working in core communities including Colonia Chilpancingo Tijuana, Barrio Logan and Logan Heights, City Heights and National City. The Organizing Director also coordinates with the United to Vote Program.

The Director supports EHC's Organizers to work with community leaders, members, and staff to develop and implement community organizing, training, empowerment, and leadership development strategies focused on environmental justice issues focused on climate justice, land use, air quality, and transportation justice in the San Diego region.

### **PRIMARY RESPONSIBILITIES:**

- Lead the Organizing Team developing strategy, tactics, resource materials, best practices to ensure effective base building and mobilization
- Supervise five Community Organizers
- Plan, organize and convene regular Organizer Team meetings, training and professional development opportunities
- Ensure accomplishment of member and leader recruitment and participation goals
- Work with Organizers to develop empowered and effective Community Action Teams in each core community
- Work with Leadership Development to develop training for leaders and members
- Work with EHC team members to develop strategic plans for key projects and activities;
- Participate in public hearings, networking and other events to secure policy outcomes to accomplish environmental justice objectives
- Oversee the development and maintenance of Organizing Calendar
- Develop and manage Organizing budget
- Ensure compliance with organizing program and grant scopes
- Coordinate campaign mobilizations within and across communities

- Coordination of organizing data entry and reporting; generating call & walk sheets and reports;
- Coordinate the EHC United to Vote Campaign including supervision of staff, development of field and communications strategy; representation of EHC at civic engagement tables

**REQUIRED QUALIFICATIONS AND SKILLS:**

- 5 years' experience in grassroots and regional organizing work
- 5 years' experience in environmental health and justice and/or social/racial justice-related organizing;
- 5 years' experience developing and implementing local and regional organizing strategy and tactics
- 2 years supervisory experience
- Bilingual (English/Spanish)
- Experience working with government agencies and decision-makers in the San Diego region
- Ability to explain complex policy and data information in simple terms
- Proficient with computer programs including Microsoft Office, Outlook, Excel, Access, GIS, statistical software;
- Demonstrated commitment to the principles of environmental justice
- Excellent oral and written communication skills
- Reliable transportation method
- Ability to work flexible hours
- Ability to handle multiple tasks, work under pressure, and maintain attention to detail
- Must demonstrate the ability to be culturally competent in all respects

**PREFERRED QUALIFICATIONS AND SKILLS:**

- Advanced degree in law, political science, or other related fields;

**Salary Range:** \$67,400 - \$78,100 per year; salary commensurate with experience

**Benefits:** EHC offers a competitive benefits package inclusive of:

- ❖ Excellent Orientation Program
- ❖ Generous Vacation and holiday benefits
- ❖ Health, Dental, Vision and Chiropractic Insurance
- ❖ Personal and Wellness Leave
- ❖ Long Term Care Insurance
- ❖ 401(k) Retirement Plan
- ❖ Professional Development Opportunities

**Target Start Date:** Position open until filled. Target start date is February 1, 2021

**Applications:** Submit cover letter, resume, three references, and salary requirements to the Environmental Health Coalition at [frontdesk@environmentalhealth.org](mailto:frontdesk@environmentalhealth.org). The subject line should read **Organizing Director 2021**, followed by your name. No phone calls, please.

**EHC IS AN EQUAL OPPORTUNITY EMPLOYER  
WE ENCOURAGE PEOPLE OF COLOR AND WOMEN TO APPLY**

EHC provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.