Director of Organizing

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 creative, non-violent actions and demonstrations bring to light, on a public platform, 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 seeking a highly experienced Director of Organizing to manage and build CVH’s organizing and campaign work. This position will manage the base building and campaign work in our four Chapters in New York City and the Hudson Valley.

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.

As Director of Organizing you will:

● Provide strategic vision and direction, in collaboration with staff and member leaders, that builds power with concrete wins in policy for low-income communities and people of color.

● Develop and implement multi-year and multi-channel campaign plans that include: deep one-on-ones, building leadership teams, identifying issues, power analyses and agitation, escalation, and metrics of success.

● Recruit, train, develop and effectively manage a diverse team of organizers that build strategic power through regional and state-wide campaigns.

● Build and manage organizational relationships by sitting and leading at coalition tables.

● Serve on the Senior Leadership Team as advisor to the Executive Director and to work in collaboration with CVH’s Political Director and Director of Development to ensure positive outcomes to shared vision and goals.

● Be a leader in communicating and representing CVH’s mission and vision in various settings.

● Prepare written reports, meetings summaries, and related materials as required.

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

Qualifications: The ideal candidate will possess a deep understanding of base-building organizing, be able to lead and implement organizing strategies, and manage a diverse team of organizers. This role is ideally suited for the self-motivated and those with a commitment to investing into the development of their team and building a base of active member-leaders.
• Applicants must be committed to an ideology of building community power, 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.
• Minimum 5 years of strategic experience in community organizing, union organizing, political organizing, and/ or legislative issue advocacy.
• Possess an understanding of core tenets of movement building and political campaigns, with a strong track record of winning concrete campaign victories, mobilizing large numbers of people into action, power analysis, campaign development and building community leadership.
• Demonstrated experience managing a team of organizers with a wide range of experience and skill set.
• 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.
• Driver’s license and access to a car to ease regular chapter-to-chapter travel is preferred.

COMPENSATION:
Salary range starts at $85,000 and will commensurate with experience. Excellent benefits include health insurance (medical, dental, vision), short- and long-term disability insurance, sabbatical policy, 403(b) retirement program, personal & 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. Last day to apply is Oct 19, 2021.

Email your résumé and cover letter (with subject line: Organizing Director, CVH), to Cynthia Travieso at cynthia@cvhaction.org