



Title: Organizing Fellowship Manager
Employment type: Full-time, Exempt
Salary Range: \$56,000 -\$61,000
Program area: Organizing Department
Reports to: Organizing Director

OneAmerica is an Equal Opportunity Employer.

We strongly encourage women, people of color, and LGBTQ candidates to apply.

OneAmerica is a Seattle-based nonprofit whose mission is to *advance the fundamental principles of democracy and justice by building power in immigrant communities.*

OneAmerica was established in 2001 by U.S. Representative Pramila Jayapal and has since grown to become a locally and nationally recognized leader in advancing immigrant, civil, and human rights. We utilize grassroots organizing, policy advocacy, and civic/electoral engagement to promote justice in three areas: immigration, education and early learning, and democracy. Our family of organizations consists of OneAmerica (501(c)3), OneAmerica Votes ((501(c)4),) and OneAmerica Votes Justice Fund (PAC). Today's work is more critical than ever, and OneAmerica is growing and becoming more vital to meet our current political challenges. In the past three years, as a result of our efforts, we have:

- Trained a hundred people to run for office and established a democratic trifecta by electing the most diverse state legislature in Washington's history with women of color in the forefront.
- Enacted the Washington Voting Rights Act to eliminate racially polarized voting and increase the representation of people of color in local office.
- Filed numerous lawsuits against the Trump administration, limiting attacks on immigrant communities.
- Passed the most robust sanctuary city bill in the country, protecting immigrants from deportation, and established a state COVID-19 undocumented relief fund.
- Led campaigns to significantly expand bilingual education and improve the educational experiences of immigrants and students of color.

During this time of growth and opportunity, OneAmerica is committed to driving progressive change with a new state legislature, congress, and presidency by building immigrants and refugees' social and political power in Washington State. Given our state's current political environment and OneAmerica's strong reputation, we are poised to govern with bold ideas for immigrants to thrive.

OneAmerica is seeking a passionate and dedicated Organizing Fellowship Manager that can lead OneAmerica's David Ayala Organizing Fellowship focused on early learning. This unique opportunity will focus on managing a group of grassroots leaders to build the organizing strategy for immigrants and refugees in the early learning system in Washington state.

BACKGROUND:

A crucial part of building immigrant and refugee power is investing in leadership development. In 2020 OneAmerica launched the *David Ayala Organizing Fellowship*, a year-round fellowship opportunity for community leaders to be trained as powerful organizers. At OneAmerica, we know that community leaders have been organizing in many different ways throughout their lives. The David Ayala Organizing Fellowship gives these leaders the possibility to create and execute their organizing vision by giving them the tools and strategies to build their leaders' base and advance a strategic campaign for the organization. Over the next three years OneAmerica has a unique opportunity to influence the early learning system in Washington state. Our goal is to significantly expand our grassroots leadership to be a key voice on establishing a culturally responsive and racially equitable early learning system. The David Ayala Organizing Fellowship will focus on training a base of parents and workers in the early learning field to be champions for Early Learning Education and Care (ECEC) in Washington state.

ROLE DESCRIPTION

Reporting to the Organizing Director, the Organizing Fellowship Manager will lead and help the continued development of OneAmerica's David Ayala's Fellowship with a focus on building the movement around Early Learning Education and Care.

The successful candidate will be a strong organizer and manager who is dedicated, self-motivated, creative, and eager to join a results-oriented team to advance immigrant communities' power. The ideal candidate will bring a deep understanding of grassroots organizing and base building, leadership development, and an impressive ability to operationalize a strategy that ensures the voices of those most impacted by systemic oppression are at the center of driving progress through campaigns. The right candidate must also bring demonstrated experience in creating bold solutions and building a culture that fosters relationships and accountability.

PRIMARY RESPONSIBILITIES

Manage the Organizing Fellowship 70%

- Work with a team to design, develop, and evaluate the curriculum for a year-long fellowship program that builds the organizing skills and political education of fellows.

- Recruit between 10-15 fellows each year from across the state while building and investing in their leadership to grow their leaders' base.
- Support fellows to build a powerful and active base of leaders ready to take action on early learning through deep relationship building, canvasses, and running issue/ electoral campaigns.
- Build a structure to retain fellows and their networks from year to year.
- Facilitate a training program for fellows focused on power building/organizing skills and understanding the early learning system's impact on immigrant communities.
- Plan and lead key actions and tactics related to the organization's early learning campaign work.
- Create systems to track growth in leadership and the strength of the fellows' base to meet key deliverables.
- Organize an internal team of staff to collaborate on the fellowship program by providing clarity on expectations, regular communication, and building a performance-oriented culture.

Coalition and Campaign Leadership 20%

- Join the organizing team and help build a culture of power and high results within the team, as well as continuous improvement of organizing tactics and approaches.
- Drive a key piece of the early learning campaign team through developing strategic campaign plans and actions rooted in the experiences of those most impacted.
- Manage key relationships with other community organizations to collaborate on early learning campaigns and organizing.
- Represent OneAmerica and our base in key early learning coalition meetings to advance our strategic campaigns.
- Collaborate to build a new coalition focused on education and early learning that centers on fellows and grassroots leaders.

Administrative Tasks and Organizational Responsibilities 10%

- Track data using salesforce and other leadership tracking tools
- Compliance reporting during election season
- Participate in fundraising phone banks and civic engagement activities
- Serve as an ambassador for OneAmerica in various spaces.

QUALIFICATIONS

We're seeking an entrepreneurial, seasoned, and agile leader who possesses both the vision to inspire and the skills to contribute to OneAmerica's efforts to expand immigrants' and refugees' power within early learning.

The ideal candidate will have **experience in grassroots organizing and running campaigns and a track record in building strong relationships and accountability. A strong candidate**

is results-oriented, has substantial project and people management skills, and understands policy at multiple levels.

Additional qualifications include:

- Self-interest in building power in immigrant communities and advancing the field of Early Learning Education and Care.
- 2+ years of experience leading grassroots organizing and or electoral campaigns/efforts focused on base building/leadership development.
- 1+ years of experience in people and or project management (preferably both).
- Experience leading policy advocacy/electoral efforts in communities of color and/or early learning and education.
- Commitment to racial equity and experience in advancing immigrants and refugees' power and policy through a racial equity lens.
- Commitment to investing in staff and leaders' professional development to ensure team members feel valued while encouraging growth.
- A track record of developing leadership and maintaining strong working relationships among diverse stakeholders and demonstrated commitment to meeting a high bar and a history of getting things done even in the face of obstacles or shifting priorities and managing multiple projects at once.
- Understanding of the early learning system and state government preferred.
- Strong written and verbal communication skills.
- Bilingual; Spanish and or Somali preferred.
- Access to a reliable vehicle and possessing a Washington State driver's license is preferred.
- Willingness to travel across the state and accommodate community-based scheduling needs such as evening and weekend meetings.

COMPENSATION

- Salary range is \$56,000 - \$61,000
- Comprehensive health insurance coverage, vision, dental, life insurance coverage, short- and long-term disability
- 403(b) retirement plan; 5 weeks paid time off, paid family leave, ORCA transit card or vehicle stipend, and opportunities for sabbatical
- OneAmerica is committed to employee growth and advancement, including options for professional development.

APPLICATION INSTRUCTIONS

Interested candidates should send a resume and cover letter to jobs@weareoneamerica.org with the subject line "**Organizing Fellowship Manager.**" **The team will be reviewing applications after January 3, 2021.** Interviews will be conducted on a rolling basis, and the position will be open until filled. Please address your passion and experience in building power through grassroots organizing in your cover letter as well as how your personal and professional

background informs your interest in working with OneAmerica. No phone inquiries, please.
Please visit our website at www.weareoneamerica.org to learn more about OneAmerica.

OneAmerica is an Equal Opportunity Employer and encourages women and people of color to apply.