



Title: Education Coalition Manager
Employment type: Full-time, Exempt
Salary Range: \$50,000-\$60,000
Program area: Policy
Reports to: Senior Policy Manager

**OneAmerica is an Equal Opportunity Employer.
We strongly encourage women, people of color, people
with disabilities, 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), **OneAmerica Votes Justice Fund** (state PAC), and **OAV Justice for All PAC** (federal PAC).

OneAmerica is a vibrant and growing power-building organization that is committed to driving progressive social and political change for immigrants and refugees in Washington state. Our political strategy centers grassroots organizing, ensuring that we are building the broad and inclusive leadership of our communities to drive change. Given Washington state's current political climate and the momentum of years of important victories led by our members and partners, Washington is poised to lead the nation in bold policy and social change that will ensure immigrant communities thrive. At OneAmerica we strive to build a culture of co-governance both inside and outside our organization: centering leaders who are most impacted by systemic oppression to identify and move strategic solutions. We work to hold our elected leaders accountable to this model of governance as well.

OneAmerica's Education strategy utilizes immigrant and cross-racial organizing to develop policies that center the experiences of those most impacted in Washington's education systems.

SUMMARY

OneAmerica is seeking a new Education Coalition Manager to successfully launch, nurture, grow, and activate a broad state-wide coalition of early childhood and K-12 education leaders to harness their power and drive systemic change in Washington's education systems from cradle to career. The Education Coalition Manager will play a key role in OneAmerica's mission by expanding a coalition of education leaders and providers, community-based organizations and grassroots leaders to be the leading voice on issues at the intersection of education and immigrant justice. The Education Coalition Manager will work to integrate and merge shared interests and outcomes from early childhood to K-12 education and grow this coalition into a robust state-wide force of power brokers, ensuring accountability by legislators and decision-makers in developing equitable, anti-racist policies for all children in Washington state.

The Education Coalition Manager will report to the Senior Policy Manager and will be responsible for the organizing, facilitation, staffing, coordination, and continued growth and impact of OneAmerica's new statewide Education Coalition. Building upon an initial King County cohort of 20-40 K-12 education leaders, the Coalition Manager will work toward a vision of cradle-to-career with a robust, powerful, state-wide coalition led by immigrant and cross-racial BIPOC communities in driving more equitable policies and outcomes for young children and students in Washington state.

The ideal candidate will bring a strong anti-racist and power analysis to this work, using their skills as a confident, relational leader to build authentic relationships while navigating the challenges of coalition work with precision and clarity. This position is based in our Seattle, WA office and may include frequent travel across the state to engage stakeholders in coalition work.

RESPONSIBILITIES

Coalition Leadership, Culture Building and Facilitation (50%)

- Organize coalition members to move on a shared agenda that impacts system-level indicators in the education field. Develop a strong culture of shared accountability and integration of advocacy plans around early learning and K-12. Plan, organize, and facilitate regular ongoing coalition meetings to develop a strong culture of co-governance, shared accountability, and shared power among members.
- In partnership with coalition members, strengthen and define coalition norms, practices, and values to drive aligned decision making for future collaboration.
- Build deep, authentic, and meaningful relationships with members that engenders trust and honest communication—building the coalition's capacity for shared agitation and politicization around issues.
- Lead coalition in developing racial equity practices of clarifying power by clearly defining and communicating member's differing roles, influence, and accountability.
- Plan, develop and coordinate professional development training for coalition members, leading from shared self-interests.

Support Aligned Political Advocacy Agenda and Event Planning (20%)

- Facilitate and support coalition members in identifying and moving an aligned political strategy that reflects the shared values and priorities of the coalition.
- Lead shared planning for advocacy events, public agitations, and other coalition events or trainings as co-lead of an internal K-12 education campaign team alongside the Education Organizer. Manage projects and campaigns that advance the shared advocacy agenda and develop knowledge in K-12 education policy and navigate advocacy on these policies as they arise.

Coalition Knowledge Management and Organization (15%)

- Organize, track, and manage all coalition-related documents and communication, ensuring strong transparency and accessibility in coalition processes, decision-making, and documentation.
- Establish and communicate consistent practices for developing agendas, including clear expectations for distribution of documents/communication in advance of meetings.

Recruitment and Connection to Broader OneAmerica Base Building (15%)

- Plan and continually execute a coalition recruitment strategy that fuels the capacity of emerging leaders, building upon existing relationships and new relationships to grow the size and influence of the coalition state-wide.
- Identify and leverage opportunities for integration of coalition goals and efforts with broader OneAmerica campaigns and events, strengthening connections between coalition members and the broader OneAmerica community.

QUALIFICATIONS & ATTRIBUTES

OneAmerica is seeking candidates who are relationship builders and systems thinkers. Individuals who are hungry to learn and able to hold ambiguity would thrive in this role. While no one candidate will embody all the qualifications below, our ideal candidate would bring:

- A strong analysis of power and racial equity with a commitment to build power in immigrant and refugee communities by leading with relationships.
- Three or more years' work/education experience in policy advocacy, organizing, political campaigns, or related facilitation and team leadership.
- An entrepreneurial spirit and an ability to find alignment, inspire adoption of a shared vision, and drive progress in messy and imperfect ecosystems.
- Excellent group facilitation and coalition-building skills, and an ability to develop and maintain effective relationships with diverse allies and constituents.
- Emotional maturity in navigating and resolving tension or conflict in group and interpersonal dynamics; an ability to hold and nurture the value of relationships regardless of shared beliefs/perspectives.

- A capacity to be playful and detail-oriented while also being willing and able to quickly pivot when political/policy windows become available.
- Strong written and verbal communication, active listening, and relationship-building skills.
- An ability to strategically prioritize communication and action within a fast-paced and evolving environment while effectively engaging others in sharing the work.
- Willingness to accommodate community-based scheduling needs such as evening and weekend meetings.
- Access to a reliable vehicle and a valid Washington State driver's license required. Willingness to travel throughout Washington State and nationally on occasion.
- Bilingual or multilingual assets and capacity.

COMPENSATION & BENEFITS

- Salary range is depending on qualifications and experience.
- 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 professional development investments.

TO APPLY

OneAmerica is an Equal Opportunity Employer. We strongly encourage women, people of color, people with disabilities, and LGBTQ candidates to apply. Please send your resume and cover letter to jobs@weareoneamerica.org with the subject line "Education Coalition Manager." Your cover letter should describe your passion for building power in immigrant communities. Due to the pace of OneAmerica's campaign development, candidates are encouraged to apply as soon as possible for priority consideration. Please visit our website at weareoneamerica.org to learn more about OneAmerica.