



**Title:** Organizing Director

**Employment type:** Full-time, Exempt

**Salary Range:** \$62,000-\$78,000

**Program Area:** Organizing

**Reports To:** Deputy Director

# 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. Our strategies include grassroots organizing, policy advocacy, immigrant integration programs and civic/electoral engagement. Our family of organizations consists of OneAmerica (501(c)3), OneAmerica Votes ((501(c)4), ) and OneAmerica Votes Justice Fund (PAC). Our work today is more important than ever, and OneAmerica is growing and becoming stronger to meet our current political challenges. In the past three years, as a result of our efforts we have:

- established democratic trifecta by electing the most diverse state legislature in Washington's history with women of color in the forefront,
- passed the strongest sanctuary city bill in the country protecting immigrants from deportation,
- enacted the Washington Voting Rights Act to eliminate racially polarized voting and elect more people like us into local office,
- filed a lawsuit against the Trump administration for the unlawful ruling on the Muslim ban, and
- Flipped a congressional house seat laying the groundwork for the recent passage of the Dream & Promise Act in the house.

During this time of growth and opportunity OneAmerica is working to strengthen our response to the emboldened racism and xenophobia facing our communities by building the social and political power of immigrants and refugees in Washington State. Given the current political environment in our state and OneAmerica's strong reputation, we are poised to govern with new bold ideas for immigrant power and protection. A significant challenge in this moment is remaining bold in our response to the national backlash facing immigrants and refugees while also staying focused on our core goals of building power and a long-term agenda for our state.

**OneAmerica is seeking an Organizing Director** that can lead a team with passion and motivation toward structural change centered on power, relationships, movement-building, and racial equity.

## POSITION SUMMARY

OneAmerica is looking for an experienced organizer who is passionate about developing relationships and building grassroots power in immigrant and refugee communities. OneAmerica has recently undertaken a new strategic direction, doubling down on transformative organizing by establishing a culture in which leaders are liberated through collective movement building, leadership development, and risk-taking. The Organizing

Director will drive an ambitious program to build a base of grassroots leaders to fight for bold progressive policy change at the local, state and national levels in the areas of immigrant rights, education, and democracy reform. The Organizing Director will invest deeply in a team of talented organizing staff and develop them to align base building with issue campaigns, policy, movement/electoral politics, communications, and leadership training.

**This is the dream job for someone who wants to be on the front lines of the opposition** to the current attacks on our immigrant and refugee communities, in an organization deeply committed to building power at scale through organized people, money and ideas.

The Organizing Director will report to the Deputy Director and will serve on the senior leadership team while directly supervising a team of five organizers. This role is perfect for someone who is self-motivated, dedicated to investing in the leadership of their team, creative, results-oriented, and eager to operationalize transformative organizing in immigrant and refugee communities. This person will bring a deep understanding of grassroots leadership development, power building, and an ability to lead strategic issue campaigns that ensures the voices of those most impacted by systemic inequities are at the center of solutions.

## RESPONSIBILITIES

### Grassroots Organizing and Leadership Development

- Support organizers to build a powerful base of leaders in four counties across Washington State by training staff to: conduct deep one-on-ones, make propositions, build a leadership team, identify issues, and conduct research visits and power analyses, and agitation.
- Develop and support a leadership training program focused on building power and politicizing immigrants and refugees.
- Create systems to track growth in leadership and strength of base.
- Facilitate and support OneAmerica's Grassroots Leadership Council to drive direction and decisions of the organization.

### Create and Drive Issue Campaigns

- Lead strategic direction of issue campaigns with a focus on building power, by aligning campaigns to civic engagement and elections, narrative and communications, and growing OneAmerica's base.
- Use deep power analysis and issue-cutting skills to help organizers and senior managers create and execute razor-sharp campaign strategies by building a culture of campaigning that electrifies and focuses people. Work closely with Senior Policy and Political Manager to hone and run bold state legislative and electoral campaigns.
- Lead process to develop long-term agendas and power analysis for various campaign areas (immigrant rights, education and democracy reform) with staff, grassroots leaders and coalitions.
- Plan and lead direct actions with staff, leaders and coalitions.

### Team Management and Leadership

- Effectively build a team of organizers invested in building power and establishing deep relationships with grassroots leaders.
- Manage five organizing staff and develop their leadership. Ensure that the team has clarity at all levels by modeling, building, and supporting effective communication, coordination and a performance-oriented culture. Use agitation and compassion to bring out the best in people.
- Support implementation of OneAmerica's theory of change by serving on the Executive Team and driving the organization to strategically build power in every aspect of our work.

- Be a public leader by managing a portfolio of external ally and donor relationships, and represent OneAmerica to a broad variety of audiences and settings.

## PREFERRED QUALIFICATIONS

We're seeking a leader who recognizes and appreciates different ways of working and being and can balance building a culture of self-care with risk-taking and urgency. We seek someone who models our values of transparency and accountability and understands the importance of growing and investing in the leadership of our staff. This person should have the ability to develop systems and infrastructure in service of power building and should be well-versed in base building, issue cutting, agitation, electoral strategy, and co-governance. We are looking for an innovative leader who excels in movement-building, is results-oriented, and has strong project and people management skills. While no one candidate will embody all the qualifications below we are looking for:

- A minimum of 10 years' or comparative experience working with community, labor, or electoral organizations with success in developing and winning campaigns.
- Similar level of experience supervising staff in an organizing setting, with a strong track record of building teams and developing staff leadership.
- Strong interpersonal, relational and organizational communication skills.
- Strong track record of operationalizing a model for transformative grassroots organizing.
- Commitment and passion for racial, gender and economic justice and their intersections, both inside and outside organizations.
- Ability and willingness to travel regularly.
- Bilingual/Multilingual skills are preferred.

## COMPENSATION

- Salary range is \$62,000-\$78,000.
- Competitive benefits package of health, vision, dental, life, short- and long-term disability and supplemental AFLAC insurance; Flexible Spending Account (FSA), 403(b) retirement plan; 7 weeks paid time off, paid family leave, ORCA transit card or vehicle stipend and opportunities for future sabbatical.
- OneAmerica is committed to employee growth and advancement, including opportunities for professional development.

## APPLICATION INSTRUCTIONS

Send resume and cover letter to [jobs@weareoneamerica.org](mailto:jobs@weareoneamerica.org) with the subject line "Organizing Director." Please address your passion and experience building power through grassroots organizing in your cover letter. Position will be open until filled. Please call 206-452-8410 or visit our website at [www.weareoneamerica.org](http://www.weareoneamerica.org) to learn more about OneAmerica.