



Position Description

TITLE: Director of Organizing

REPORTS TO: Co-Directors

BACKGROUND: Based in Denver, Colorado, Padres & Jóvenes Unidos [Padres] is a dynamic, multi-generational, grassroots organization that organizes and builds the leadership of low-income students of color, parents, and diverse school and community members. We challenge the root causes of racial and educational inequity by exposing the economic, social, and institutional sources of injustice. Padres is a national leader in the school disciplinary reform movement to **End the School to Jail Track (ES2J)** and is currently leading ES2J work at both local and statewide levels – and we’re winning! In 2008, Padres won substantial disciplinary reforms in DPS, which we are holding DPS officials accountable for now. In 2011, Padres won SB133, a bill that established a state legislative committee and process to advance a range of disciplinary reforms across the state’s school districts. Our work for educational justice does not stop at disciplinary reform. Padres has championed a number of district-wide reforms in Denver Public Schools (DPS), including adoption of the state’s highest graduation requirements (“**College Prep for All**”) and more recently partnering with DPS in a five-year, federally funded program (“Collaborative Strategic Reading”) to reform instructional approaches among the large base of English Language Learners in DPS. More recently, Padres has partnered with DPS, the National Center on Time and Learning, Generation Schools and individual schools to promote extended learning time, timely use of data, extracurricular enrichment, and teacher training in DPS– all components of the Padres’ “**Middle School Reform Platform**” released in 2011. Padres also remains an active leader in immigrant youth organizing at national, state and local levels. Finally, Padres is leading the fight for **Health Justice** - geared towards reforms that will advance nutrition, healthy school lunches and recreational opportunities in DPS.

Padres contributes to movement building nationally by sitting on the boards of United We Dream, the Alliance for Educational Justice and the Advancement Project - and is one of two organizations selected to mentor organizations nationally to build effective racial justice organizing campaigns that change core conditions for youth of color and achieve structural solutions (Hazen Capacity Building Initiative). In addition, Padres, as one of the lead organizations, will be executing a series of *Action Camps* throughout the country with the Advancement Project, to grow national efforts to End the School to Jail Track.

POSITION: We are looking for a highly experienced and capable organizing director with significant experience in organizational leadership, staff supervision and program management. The Director of Organizing is primarily responsible for the leadership, management and oversight of the grassroots organizing efforts carried out by Padres through its campaigns and organizing committees. As the principal leader for the field work of the organization, the Director develops, directs, and supports the execution of campaign plans, strategies and tactics to achieve the mission and goals of the organization. Padres is looking for a dedicated, creative and motivated Director of Organizing to work with staff and community members in identifying problems, developing solutions and realizing meaningful change.

RESPONSIBILITIES

- Oversee progress toward recruitment & expansion goals for youth and adult membership bases.

- Support and supervise youth and adult community organizers in day-to-day organizing work, including: recruitment, development and coordination of trained core of leaders; convening and evaluation of community meetings; setting issue priorities; conducting effective participatory research and direct action strategies.
- In partnership with Co-Directors, field organizers, and grassroots leaders, develop, implement and lead strategic organizing campaigns rooted in the needs and demands of Padres & Jóvenes Unidos.
- Actively participate in organizing work by engaging individuals and structures at institutional leadership and policy levels, municipal level leadership and policy makers, and cultivating a visible leadership presence amongst the grassroots members of the organization.
- Provide regular reports to the Co-Directors on key issues regarding organizing, environment, and supervision of staff.
- Manage accountabilities for follow through on timely reporting and data collection systems by the organizing cadre to ensure that all members of the Padres & Jóvenes Unidos team have up to date access to current information on organizing efforts, operating environment for the work, concerns of members and staff, and critical issues regarding campaigns.
- Ensure timely entry of all new contacts into electronic database by organizers.

QUALIFICATIONS

- Minimum 3 years experience in management level positions (including supervision) and 7 years minimum in grassroots organizing. Youth organizing background a plus.
- Minimum 3-5 years leading grassroots campaigns, including coalition-building, framing, and knowledge of traditional and non-traditional campaign methods and strategies.
- Strong commitment to base-building and community organizing in low-income communities of color; strong political analysis on race, class, gender, immigration, globalization; and ability to weave political education throughout work.
- Must have excellent leadership and problem-solving skills, as well as ability to follow through.
- Excellent interpersonal skills are required as are effective written, oral, and presentation skills.
- Must be computer literate in MS Word, Excel and Access.
- Valid Driver's license, proof of insurance and a personal vehicle.
- Prior experience with school reform, immigrant communities, and/or health fields preferred.
- Must be available to travel and work weekends, and attend evening meetings when required.
- Bi-literate (Spanish/English) a plus.

COMPENSATION: Salary is based on experience level, with a generous benefits package. Padres & Jóvenes Unidos is a social justice oriented employer.

TO APPLY: Please send a cover letter, resume, and 3 references (required) including previous salary history to Co-Director, Pam Martinez at elsa@padresunidos.org or mail to 3025 W. 37th Ave #206 Denver, CO 80211.

Padres & Jóvenes Unidos is an equal opportunity employer that does not discriminate on the basis of race, religion, disability, gender, nationality, ethnicity, sexual orientation, or any other prohibited category. We strongly encourage women, people of color, LGBTQ, and all qualified persons to apply.