

Green New Deal Coalition Organizer

APPLICATION DEADLINE: March 17th 2023 or until filled

Send resume and cover letter to jobs@pugetsoundsage.org; Subject: Coalition Organizer.

Questions can be addressed to JM Wong, Organizing Director at jm@pugetsoundsage.org

ABOUT PUGET SOUND SAGE & SAGE LEADERS

Puget Sound Sage charts a path to a living economy in the South Salish Sea and Duwamish River Valley (greater Seattle) regions by developing community power to influence, lead, and govern. We ground our policies in community-based research with people and organizations serving BIPOC workers, their families and communities. Through the power of coalitions centering impacted communities, we have advocated for and passed some of our region's most exciting policies that promote climate justice, good jobs and equitable development in low-wage and people of color communities. Our campaigns and theory of change are rooted in racial justice, which for us means working for Black liberation and in solidarity with Indigenous communities as we collectively build power in our region.

Our family of organizations includes Puget Sound Sage (501c3) and Sage Leaders (501c4), an affiliated organization that cultivates deep democracy in Washington state by developing Black, Indigenous and People of Color community leaders for civic and elected leadership. We are a staff of 17, based in Seattle's Chinatown/International District, currently working remotely.

ABOUT THE POSITION

Sage seeks an experienced Coalition Organizer to support the overall success of Sage's power-building programs and campaigns. The Organizer will help Sage reach ambitious goals for climate justice, community control of land and development, and BIPOC worker rights through building strong coalitions; educating and mobilizing partners; and moving campaigns for policy change.

The Organizer will work on the Green New Deal campaign to envision a just transition economy. In addition, the Organizer will support anti-displacement organizing within King County and Seattle. The skill sets that this position requires involve 1:1 organizing and relationship building skills, coalition building skills including facilitation and coordination with multiple partners. We are also looking for someone who is a team player and values cohesion and collaboration with team members. Our communication channels are often virtual with occasional in-person meetings that honor COVID-safety protocols and accommodation of access needs.

This role is best suited for a people-person whose first instinct is to go talk to people and community, who thrives in a team setting, and who builds power across people most impacted by systemic racism and oppression. The Organizer role is a full-time, exempt, union-represented position.

PRIMARY RESPONSIBILITIES

Organize People, Partners, and Coalitions (50%)

The Organizer will work on 1-3 campaigns at any given time and be responsible for building power and mobilizing in support of the campaign goals. We value existing expertise in areas of focus such as climate justice and land justice organizing work. Specific roles vary depending on the needs of each campaign. In partnership with their team, the Organizer will do this body of work in two major ways: mobilizing people and partners, and building/facilitating coalitions.

Mobilizing People and Partners

- Build and maintain reciprocal, genuine relationships across movements for racial, economic and climate justice
- Develop leaders in community – build the capacity of our coalition partners to tell their story, advocate on our issues, mobilize others, and represent the coalition at taskforces, boards, and other tables to advance our goals.
- Mobilize people to take action across our campaigns – organize partners to contact elected officials, testify in public meetings, participate in direct actions
- Develop and maintain systems for tracking organizing data in Sage’s CRM database (EveryAction).

Coalition Building and Facilitation

- Build strong coalitions that build and exercise power together through collective action across campaigns
- Ground teams in shared values, vision for success, goals and strategies to advance campaigns and policy advocacy
- Develop relationships through trust building and conflict resolution based in a model of transformative justice
- Facilitate effective meetings and workshops to bring a group to decision
- Facilitate effective strategy development processes that engage partners and result in creative tactics rooted in our communities’ resources
- Create spaces that promote self-determination, agency, confidence, and collective power to speak truth to power. Use your voice and encourage others to use their voice to generation change.
- Honor shared leadership and practicing consensus building as a way to share power in coalition

Contribute to Team Strategy and Development (20%)

The Organizer will collaborate closely with other members of Sage campaign and program teams to make decisions and share responsibilities. Specific roles vary depending on the needs of each campaign, including:

- Help identify and develop campaigns in ways that center the priorities, solutions and leadership of those most impacted by the issues being addressed and in alignment with our mission and vision
- Expand Sage’s reach through a collective strategy for outreach, education and relationship-building that engages individuals and communities heavily impacted yet underrepresented among Sage’s existing partnerships and coalitions
- Implement compelling story-telling strategies, in collaboration with Sage’s Communications Manager, by creating and distributing relevant materials for email and social media; articles, presentations, and other campaign communication needs
- Reliably and promptly offer updates, reports and feedback to ensure successful coordination and implementation of programs and campaigns
- Ensure high cross-collaboration with the Senior Climate Policy Manager
- Engage regularly with teammates via meetings and daily communications.
- Engage in continual learning with team members and coalition partners

Continual Learning and Growth (10%)

We value praxis, the coming together of theory and practice through organizing and relationships. We support our organizers and staff to engage in ongoing learning, through various modalities, with humility and desire for growth, to understand the shifting terrains of the values we hold dear toward collective liberatory futures.

- Engage in humility towards learning about collective liberation
- Draw from lessons from historical examples and current events to shape our current organizing work
- Value learning through various modalities and understand learning and growth as a lifelong process and journey done in community

Team Participation and Other Responsibilities (10%)

- Participate in weekly staff meetings, semi-annual team retreats, racial justice transformation work, and other organization-wide development
- Stay up-to-date on operations tasks (timesheets, expense requests, lobbying reporting, evaluations, etc.)
- Actively grow personal professional development, in collaboration with supervisor and teammates

QUALIFICATIONS

Experience

- 2-3 years' experience in community, coalition, union or social movement organizing
- Knowledge of climate justice, racial justice, class analyses and their intersections
- Experience building the political analysis of systems of power/oppression and moving our communities to political action
- Experience developing and implementing campaigns to win strategic goals (includes experience as paid staff, volunteer, or personal activism)
- Facilitation experience, especially as it relates to inspiring groups toward collective action and shared decision-making
- Significant experience working collaboratively with persons of diverse racial and ethnic backgrounds, languages, socioeconomic status, age, abilities, gender identities and sexual orientation

Skills, Knowledge, and Values

- Demonstrated commitment to anti-racist, intersectional social justice work including knowledge and familiarity of equity frameworks and the capacity to lead within such a framework
- Develops creative campaigns with compelling action/tactics that challenge power; a disruptor who speaks truth to power and is down for direct action
- Ability to express a vision or theory of change and connect it to specific campaigns through story-telling; communicates in a way that moves people to action
- Ability and willingness to travel throughout south Puget Sound region
- Flexible schedule to accommodate some weekend and evening hours

COMPENSATION

This is a full-time, exempt, benefits-eligible, union-represented position. The salary for this position is \$71,801.39. Family health benefits available at up to 93% employer-paid, 7% retirement contribution after six months of employment with no employee match required, generous vacation and personal time, transit pass, and \$1,000 annual allocation for Professional Development per staff person.

TO APPLY

To apply, **email resume and cover letter to jobs@pugetsoundsage.org**. Please use "Coalition Organizer" as the subject line, and in your cover letter briefly describe your motivation and passion for the position. In the body of your email, please let us know how you found out about the position, and label all submitted materials with your first and last name. This position is open until filled, but priority review will be given to candidates who have submitted their applications by March 17th. Applications received after that date may be reviewed in a second round. Only applicants who are offered interviews will receive a response.

Puget Sound Sage is committed to hiring and advancing personnel with an explicit regard to advance women, Black people, Indigenous people, people of color, immigrants, LGBTQIA people, and other people from traditionally underrepresented communities. Further, we are committed to working with allied organizations which do the same.