



Job Announcement:

LEAD ORGANIZER

(please post and circulate widely)

Organizational Summary

T.R.U.S.T. South LA is a community-based effort to revitalize and stabilize our neighborhoods, where increased property values and rents are pushing many long-term residents out of the northern part of South Central, close to Downtown and USC; while in contrast, decades of disinvestment have left the areas south of MLK Boulevard lacking basic services. Our vision is of South Los Angeles neighborhoods where low-income community residents have power to shape the development of housing, recreation and open space in a manner that promotes economic vitality and healthy environments. T.R.U.S.T. South LA work includes: serving as a steward for community-controlled land; being a catalyst for values-driven, community-serving development; building awareness and community leadership in issues of housing, transportation and recreation; and creating programs and initiatives that encourage community building and economic opportunity. We are legally-structured as a Membership organization, and our grassroots members have majority control over the Board of Directors.

TRUST South LA Lead Organizing Job Description

T.R.U.S.T. South LA's Lead Organizer position is a management position supervising team of Community Organizers, and serving on the TRUST Management Team, and reports to the Director of Programs & Organizing. We are seeking a mid-level community organizer who will play a critical role in building T.R.U.S.T. South LA's power and influence in our land stewardship and active transportation work - through organizing, leadership development and community-engaging base building programs and campaigns. The Lead Organizer, in partnership with the Director of Programs and Organizing, and working with Comite Leaders, will develop our own programs and campaigns to impact policy and/or to create concrete improvements in the lives of our members and our community; and may also work with strategic allies on various local and City-wide policy campaigns. The ideal candidate has experience managing a team of organizers working across a variety of issues, including active transportation, developing and managing winning campaigns, and has a proven track record of developing community leaders and engaging members in both program events and campaign activities- identifying and maximizing opportunities to link the two approaches. We require someone who is a competent project manager. We seek a candidate who: understands the importance of integrating leadership development into all aspects of program and policy work; will engage and mobilize significant numbers of community members, building a diverse and committed TRUST South LA Membership in the process, with a particular emphasis on members living in TRUST Housing; and will prioritize building deep, durable community capacity to build a deeper progressive social change movement in South Los Angeles and broader.

Responsibilities:

- Work with staff, Leadership Committee and Membership to develop and implement campaigns to advance policy initiatives, secure land use entitlements, and increase community-informed capital infrastructure investments in South LA - which are in alignment with TRUST South LA's Strategic Plan, and captures strategic opportunities - and serve as Lead Organizer on those campaigns.
- Conduct program and organizing work that adheres to TRUST South LA's principles, vision, mission, methods, models and protocols; and is performed in a culturally and linguistically-appropriate manner.
- Work with Director of Programs and Organizing to evaluate and refine Organizing Methodology and Systems, including membership assessments and train Community Outreach Workers in methodology.
- Build out a robust and developed TRUST Riders and Walkers project, including regular rides and walks as community engagement strategies, with the South LA Mobility Action Council and Leadership Committee
- Support the development of a Membership base for all program areas, and develop and integrate diverse leadership across program areas.
- Organize TRUST South LA members through established Neighborhood Organizing Committees; including re-establishment of South LA Mobility Action Council
- Build out and organize ACTIVE membership and participation of residents living in our current and future TRUST owned housing

- Engage and train community members, with emphasis on those living on TRUST-owned land, in planning and through development and implementation of workshops, trainings, mapping activities and community design sessions
- External Campaigns: participate in joint-coalitions, City activities, as needed and identified with the Director of Programs and Organizing
- Understand and work to meet grant deliverables; and contribute to reports and grant proposals as needed
- Support Office Manager with newsletter blasts and social media
- Attend staff meetings, regular meetings with Director of Programs and Organizing, and hold regular check in meetings with each staff person under your supervision.
- Perform necessary administrative activities to be outlined by the Director of Programs and Organizing
- Prepare and deliver annual staff evaluations.
- Perform administrative activities associated with effective program management, including: compiling, storing, and retrieving data for assessments and reports; creating and maintaining project files (both electronic and paper) in a manner easily accessible by all staff members.

TO APPLY

Interested parties should submit cover letter, resume, salary history and three references* to:

Malcolm Harris
 Director of Programs and Organizing
 c/o victor@trustsouthla.org

*Position will be open until filled.
 Review of applications will begin on
 6/1/17*

*(*note: no references will be contacted prior to an interview)*

Minimum Requirements

- Demonstrated commitment to social and economic justice work that empowers communities.
- Agreement with T.R.U.S.T. South LA's Statement of Principles (<http://trustsouthla.org/vision/about-us>) .
- Ability to work with people across lines of race, ethnicity, language, class, gender, age and sexual orientation.
- Ability to plan and achieve annual goals and objectives, to develop weekly workplan and to support staff in the same.
- Strong project management skills.
- Ability to develop team vision, goals, and build leadership capacity among community leaders/members.
- Ability to communicate effectively in both English and Spanish, both verbally and through written correspondence.
- Familiarity with and/or capacity to learn Microsoft Office applications, Google applications (Gmail, Google Docs, Google calendar), and Salesforce web-based database.
- Ability to work evenings and weekends.

Additional Desired Qualifications

- Established trust and relationships with frontline communities and communities of color in South Los Angeles.
- Familiar with T.R.U.S.T. South LA's vision, mission, principles, work and neighborhoods.
- Two or more years of supervisory experience
- General knowledge of and passion for community development, housing, mobility, and/or land use issues.
- Highly self-motivated; an energizing and encouraging force for the people with whom you work.
- Flexibility in the job role, understanding the need to dynamically respond to evolving needs that are often driven by external events and opportunities.
- Experience with both shared leadership and independent decision-making.
- Experience with popular education and curriculum development.
- A good sense of humor.

Salary and Benefits

The Lead Organizer position is a full-time, exempt (salaried) position with full medical/dental benefits for employee and dependents. Salary is based on qualifications and experience.

Note: The responsibilities listed above are intended as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

T.R.U.S.T South LA is an Equal Opportunity Employer.