Job Description

Title: Organizing Manager

Organization: Community Water Center

Location: Serving communities in the Central Coast based in Watsonville, CA

The Community Water Center (CWC) acts as a catalyst for community-driven water solutions through organizing, education, and advocacy. We seek to build and enhance leadership capacity and local community power around water issues, create a statewide movement for water justice alongside low-income communities and communities of color who do not have access to safe, clean and affordable water. CWC’s vision is for all communities to have access to safe, clean, and affordable water. Community Water Center also currently has offices in Visalia and Sacramento.

The Center employs three primary strategies in order to accomplish our goals:
- Educate, organize, and provide capacity building assistance to low-income communities and communities of color facing local water challenges.
- Advocate for systemic change to address the root causes of unsafe drinking water.
- Serve as a resource for information and expertise on community water challenges.

At CWC, we believe that safe, clean, and affordable water is a human right, not a privilege. Our organizing and advocacy work, community collaborations, and organizational culture all reflect a concern for equity, mutual respect, appreciation for diversity, and environmental and social justice. We are looking for candidates who share our values, who bring a willingness to contribute to our mission and to the growth of a new organization, and who are open to developing their skills.

Position Description:
The Organizing Manager position is a full-time, exempt employee position that will be primarily responsible for leading CWC’s organizing and base-building programs and activities. The Organizing & Advocacy Manager will report directly to the Director of Community Solutions in the Watsonville Office, but will also work closely with the other CWC staff and organizational partners. All employees at CWC are “at will.”

Major Responsibilities:

Base-building and Organizing Campaign Management:
● Oversee CWC’s outreach, education, advocacy, organizing and base-building work across Central Coast campaigns.
● Provide strategic vision and direction (along with staff and community partners) for building CWC’s organizing team with a focus on building community power.
● Supervise and manage key staff to ensure that CWC’s campaigns and base-building strategies are producing campaign wins.
● Mobilize and support campaign action teams to deepen and broaden community members’ participation in CWC’s community solutions and advocacy efforts.
● Identify barriers to community drinking water solutions and pro-actively coordinate with impacted residents and other members of CWC’s team to develop a community-driven plan of action to address barriers.
● Identify, recruit, train, and support local community leaders and advocates from low-income communities and communities of color throughout the Central Coast.
● Oversee the development, tracking and reporting of organizing and base-building campaign goals, outcomes and performance metrics for the Central Coast, and coordinate with the southern San Joaquin Valley organizing team on shared goals, outcomes and metrics.
● Monitor, evaluate and seek feedback, and update community organizing and advocacy strategies to ensure quality and effectiveness.
● Build relationships, alliances and coalitions to move campaigns.
● Support community member communications activities, including engagement with media to support community drinking water campaigns, movement building and advocacy.
● Work with CWC team to enhance the design and implementation of CWC organizing, advocacy and base-building strategies.

Community Advocacy
● Advocate for community water needs through participation in stakeholder meetings and represent community water needs through direct testimony before regional and state legislative and administrative bodies.
● Participate in statewide coalition efforts to develop and/or advocate for just and sustainable water policies.
● Support the development of community-focused materials such as handouts, presentations, etc.

General Duties
● Foster an environment that promotes trust and cooperation amongst CWC staff, community members, and affiliate organizations.
● Actively participate in program strategy, planning, tracking and reporting, and staff meetings.
Actively participate in CWC fund development activities, such as donor drives, online appeals, and other events.

Other duties as assigned by the Executive Director.

Note: Nothing in this job description restricts management’s right to assign or reassign duties and responsibilities to this job at any time.

**Required Qualifications and Skills:**
*The ideal candidate is a seasoned a strategic campaign planner, and an experienced staff manager.*

- Strong passion for and commitment to social and environmental justice.
- Experience working with low-income communities and/or communities of color.
- At least 3 years of community organizing, union organizing, or political organizing experience, preferably in low-income communities and/or communities of color.
- Strong track record of winning concrete campaign victories, mobilizing large numbers of people into action, and building community leadership.
- Experience with power analysis/power mapping, strategy and campaign development.
- Experience supervising and/or managing staff and working in and managing campaign teams.
- Ability to juggle multiple tasks and responsibilities, while remaining focused on overarching goals.
- Strong creative and comprehensive problem solving skills.
- Strong interpersonal verbal communication and writing skills, with sensitivity to appropriate delivery depending on target and audience.
- Ability to work with and inspire diverse communities and age groups.
- Ability to work in a fast-paced environment and meet deadlines.
- Ability to accept praise and critical feedback – the ideal candidate would value self-improvement and seek evaluation.
- Flexible schedule – willing and able to work weekends and attend night meetings.
- Proficient with basic computer skills including, at minimum: Microsoft Office, Google Apps, and ability to troubleshoot basic software and computer equipment problems.
- Ability to work both independently and collaboratively.
- Fluent in Spanish (oral and written).
- Valid CA driver’s license.

**Preferred Qualifications**
- Bachelor’s or Master’s in public policy, environmental science, education, communications or any area that is relevant to social justice and movement building work
• Understanding of and fluency in digital organizing tools and software, including online, mobile, social media and text platforms.
• Experience using CRM, CMS and online advocacy tools (NationBuilder strongly preferred).
• Knowledge of political landscape in California.
• Experience working in immigrant and/or rural communities.
• Experience with or knowledge of water and environmental issues and/or community development.

Starting Date: Open until filled
Salary: Competitive salary depending on experience
Application:
To apply, email resume and cover letter to: heather.lukacs@communitywatercenter.org

Benefits:
We offer a comprehensive compensation and benefits package which includes: medical, dental, and vision insurance; generous vacation, family, and sick leave, and holiday policies; a flexible work schedule; professional development opportunities and more. (Benefits guidelines and eligibility vary based on tenure and employment status, among other factors.) We also provide contributions to employees' SEP-IRA after a two-year tenure.

Community Water Center is committed to providing equal opportunity to qualified job applicants and employees and does not discriminate on the basis of race, religious creed, color, national origin, ancestry, physical disability (including pregnancy), mental disability, medical condition, marital status, sex, age, gender, sexual orientation, citizenship, military service status or any other characteristic protected by applicable federal, state or local law.

To learn more about the Community Water Center and our programs, visit our website at www.communitywatercenter.org