



Job Description

Title: Organizing Manager

Organization: Community Water Center

Location: Visalia, CA

ORGANIZATION

The Community Water Center (CWC) acts as a catalyst for community-driven water solutions through organizing, education, and advocacy in California. We seek to build and enhance leadership capacity and local community power around water issues, create a regional movement for water justice in the San Joaquin Valley and Central Coast, and enable every community to access safe, clean, and affordable drinking water.

The Center employs three primary strategies in order to accomplish our goals:

- Educate, organize, and build the capacity of low-income communities and communities of color to address local drinking water challenges.
- Advocate for systemic change to address the root causes of unsafe drinking water in California.
- Serve as a resource for information and center of expertise on community water challenges.

Since opening our doors in 2006, CWC has worked with local residents from dozens of California communities to improve access to safe, clean, and affordable water. Over the years CWC has trained many community residents as clean water advocates and provided technical and legal assistance to numerous local water boards and community-based organizations struggling with how to manage efficient and accountable water systems in their communities. Our work in partnership with ally organizations has helped pass the nation's first Human Right to Water Law, helped secure more than \$2 billion dollars in funding for drinking water, advanced multiple groundbreaking legislative and regulatory policies that help advance the cause of water justice, raised the visibility of California's unjust drinking water reality in the media, and most importantly empowered community members themselves to advocate for change.

CWC's team is passionate, dynamic and believes in the cause of water justice and making real change that is driven directly by impacted communities themselves. 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. As CWC continues to grow, we are looking for candidates who share our values, bring a passion for our mission, and contribute to achieving our mission and for making change in our society.

CWC is headquartered in Visalia, California and has offices in Watsonville and Sacramento.

Position Description:

The Organizing Manager position is a full-time, exempt employee position that will be primarily responsible for leading CWC's organizing, education, outreach strategies and activities to support the implementation of community-driven water solutions in the Southern San Joaquin Valley.

The Organizing Manager is expected to coordinate this work with community solutions staff, community organizers, CWC Directors as well as work regularly with other CWC staff, interns, affiliate organizations, government agencies, and community partners. This position will require regular travel to communities throughout the Southern San Joaquin Valley and Sacramento, as needed. The Organizing Manager will report directly to the San Joaquin Valley Program Director based in Visalia. All employees at CWC are "at will."

Major Responsibilities:

Organizing, Education & Outreach:

- Oversee CWC's outreach, education, organizing and base-building activities to implement community-driven water solutions across Southern San Joaquin Valley campaigns.
- Provide strategic direction (in coordination with Community Solutions and Community Organizing staff) to guide CWC's organizing efforts toward community-driven water solutions.
- Supervise and manage key staff to ensure that CWC's campaigns, programs and project strategies are successful.
- Lead the development, tracking and reporting of organizing and base-building campaign goals, outcomes and performance metrics for the Southern San Joaquin and coordinate with the Central Coast organizing team on shared goals, outcomes and metrics.
- Support CWC's [Community Water Leaders Network](#) and ensure strong linkages across CWC's campaign, programs and projects.
- Support the expansion and development of CWC's integrated voter engagement strategies, including voter registration, civic engagement projects, voter data management and ensure voter engagement strategies are connected to and support existing CWC projects and campaigns.
- Support and grow the [AGUA Coalition](#) by identifying new members and member communities to join the Coalition.
- 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 Southern San Joaquin Valley to advocate for drinking water solutions themselves.
- Build relationships, alliances and coalitions to move campaigns.

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 and Directors.

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:

The ideal candidate is a seasoned and 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 2-3 years supervising and/or managing staff and working in and managing campaign teams.
- At least 2-3 years of community organizing, union organizing, or political organizing experience, preferably in low-income communities and/or communities of color.
- Fluent in Spanish (oral and written).
- 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.
- 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.
- Valid CA driver's license.

Preferred Qualifications

- Bachelor's or Master's in public policy, environmental science, education, sociology, chicano studies, community planning, communications or any area that is relevant to social justice and movement building work.
- Experience with integrated voter engagement strategies, including voter registrations, non-partisan voter education, voter turnout efforts and data tracking (strongly preferred).
- 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 the 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: Starting at \$60,000 (based on experience and qualifications).

To apply, email resume and cover letter to christina.marquez@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