ABOUT PROMESA BOYLE HEIGHTS

Promesa’s mission is to improve conditions in Boyle Heights at the individual, school, and systems level by building a movement of partner organizations, students, and families collaborating to close the opportunity gap and strengthen supports for students from cradle through college and career. For more information, visit: www.promesaboyleheights.org

Promesa Boyle Heights is a passionate collaborative of residents, youth, schools, local organizations and public/private institutions working together to realize a vision where: 1) Every individual has access to a range of supports in the home, in our schools, and in the community to foster school and life success; 2) Organizations are collaborating and closing the opportunity gap amongst the most marginalized and underserved populations in our community, and; 3) A powerful, resident-led collaborative is winning system-level policy changes that create a safer, healthier, and more stable Boyle Heights.

POSITION OVERVIEW

The organizer is also responsible for recruiting new supporters, engaging activists, and developing volunteer leaders who identify with and support the PBH campaign priorities. The organizer also leads execution of grassroots outreach plans to further the programmatic goals of the collaborative and lead facilitation of campaign strategy. Helps advance the direction of the Education Justice Solution Team in collaboration with youth, resident leaders, and partners.

Promesa Boyle Heights (BH) is seeking a mission-driven leader who is passionate and committed to social, racial, and educational justice. The Organizer will be responsible for leadership development, recruitment and coordination of grassroots campaigns related to advocacy areas within Promesa’s Community Transformation focus areas, including: immigrant rights, education justice, English language learners, early learning and wellness. The organizer will work with the Community Transformation team which includes the Co-Directors and Program Manager, and will participate in organizing, alignment and strategy meetings to advance the mission and vision of Promesa.

The organizer is also responsible for recruiting new supporters, engaging activists, and developing volunteer youth and adult leaders who identify with and support the PBH campaign priorities. The organizer also leads the execution of grassroots outreach plans to further the programmatic goals of the collaborative and lead facilitation of campaign strategy.

KEY RESPONSIBILITIES

Leadership Development and Base Building

- Work with the team to identify, recruit and develop youth leaders and engage students and parents as supporters of the collaborative and/or our core partner efforts.
- Coordinate across Promesa teams to expand our base, meet new potential supporters, and generate new contacts to add to our database.
Recruit and train youth leaders for press conferences, hearings, and other events.

Lead trainings on topics identified by the Comite de Jóvenes (youth leader committee), including immigration, education justice, English learner, early learning and wellness.

Engage Promesa’s base of supporters in grassroots campaign activities (ex. school district meetings, community outreach, virtual convenings, etc.).

**Campaign and Program Development**

- Support the Boyle Heights’ Rapid Response Network and connect youth to immigration advocacy.
- Collaborate with Comite de Lideres to create intergenerational advocacy with youth leaders on resident identified campaigns.
- In partnership with other Promesa’s teams and key partners actively develop a campaign aimed to increase support to English Learners, College Access Advocacy, and others identified by the Education Justice Solution Team.
- Support advocacy related to Promesa’s parks, open space and healthy environments advocacy campaign.
- Supporting the creation and launch of new organizing initiatives, including youth organizing components.

**Grassroot Advocacy**

- Build and maintain working relationships with a wide-range of partners, including residents, youth, schools, local organizations and public/private institutional leaders
- Build and maintain regular communication with the General Assembly, Steering Committee, and other Promesa Committee’s
- Build and maintain relationships with coalition partners and community schools in the Promesa network.
- Participate in key coalition and campaign-related meetings.
- Support the design and implementation of quantitative and qualitative evaluation and reporting tools.

**QUALIFICATIONS**

A minimum of 2 year of grassroots experience organizing and supporting different phases of a campaign

- A bachelor’s degree is preferred; other comparable organizing work experience will be considered; Knowledge of organizing principles and coalition-building is required.
- Strong adaptive leadership abilities including an encouraging, motivating presence to help with conflict management, team building, goal-setting, prioritization and strategic planning;
- Able to work independently and as a member of a team;
- Must have at least two years of experience working with youth;
- Commitment to social justice and community empowerment;
- Able to communicate well (verbal/written) in both English and Spanish;
- Must be computer literate and have experience working with Microsoft Office, data analysis software, and social media;
- Able to work flexible hours including evenings and some weekends;
- Able to exercise balanced judgment in evaluating situations and making decisions, and to handle difficult or confrontational situations in a calm, consistent, and equitable manner.
- Able to effectively represent Promesa BH interests in the community and maintain
effective working relationships among co-workers, public, private, and professional groups.

- **Must be a licensed driver with reliable transportation and ability to meet organization’s minimum auto insurance requirements;**
- Awareness and established practices, tools, and supports to balance work and self-care;
- Interested in someone who can start immediately and can commit to the position for at least two years.

*Please note that while the Safer At Home Order remains in the City of Los Angeles, many of these responsibilities will be carried out through a virtual platform.*

**Physical Requirements:** While performing the duties of this job, the employee will be required to sit, talk, hear, and type at times for extended periods of time. The employee will also occasionally be required to stand, walk, and drive. The employee will occasionally be required to lift and/or move up to 25 pounds.

**Work Environment:** Promesa is a community-led, progressive, and innovative collaborative in Boyle Heights. The PBH staff strives to maintain a high degree of trust, team spirit, and energy while working to build community power and capacity. While employed by Proyecto Pastoral, the Organizer works closely and is also accountable to the Promesa Boyle Heights General Assembly and Steering Committee and the partner organizations.

**COMPENSATION & BENEFITS**
The salary range is $43,000- $47,000 depending on experience. Full-time position with excellent benefit package, including health, dental, vision, vacation, sick days, holidays and 401k plan.

**TO APPLY**
Current resume, letter of interest, application questions, and 3 references should be sent electronically to hr@proyectopastoral.org with the subject line: Promesa BH Youth Organizer. Applications will be accepted until the position is filled. We encourage interested applicants to submit as soon as possible since we are aiming for the first round of interviews to begin on January 31, 2022.

Application Questions:
1) Why are you interested in working with the Promesa BH team, and in the Youth Organizer role?
2) Do you have 2 years of organizing experience? If so, please describe your experience organizing and supporting different phases of a campaign.
3) How do you define a ‘leader’ and how do you develop leadership in others?
4) Describe an example of when you handled a difficult or confrontational situation. What did you learn about yourself and others?

Proyecto Pastoral is the backbone organization for the Promesa Boyle Heights collaborative. Proyecto Pastoral was founded in 1986 by community residents and the California Province of Jesuits. It has grown into a highly effective community building organization serving more than 6,000 children, youth and families annually through early education centers, youth development programs, as the backbone organization of Promesa BH, homeless shelters and organizing initiatives. For more information, visit: www.proyectopastoral.org. Proyecto Pastoral is an equal opportunity employer. Women, LGBTQIA and people of color are encouraged to apply.