



JOB ANNOUNCEMENT: Regional Field Lead, NorCal

*Employment Type: Full-Time, Exempt, Staff Position
Start Date: Aug/Sept 2018 (open until filled)*

Power California harnesses the energy of young voters of color and their families to create a state that is equitable, inclusive and just for everyone who calls California home. We are a statewide multi-racial civic engagement organization leading electoral movement building work with on-the-ground community partners in urban, suburban and rural communities throughout the state. We began our work in 2004 as Mobilize the Immigrant Vote (MIV), launching the first ever multi-ethnic, immigrant-based coalition to build the electoral campaign capacity of community-based organizations in California. In 2016, MIV partnered with Movement Strategy Center to co-lead YVote, an electoral movement building project aimed at building a community-based network to transform young Californians of color into a powerful new voting bloc. This year, YVote came aboard MIV, and our organization transformed into Power California. Power California is a nonpartisan 501(c)3 charitable organization with an affiliated 501(c)4 social welfare organization. Working together across several California offices, we foster a collaborative working environment that values high-quality work.

Position Summary

The Regional Field Lead, NorCal (RFL) is responsible for propelling our networks' civic engagement campaigns and electoral movement building work, in Northern California. Working in collaboration with the Chief Political Strategist, this position's direct supervisor, the RFL develops and manages implementation of the civic engagement campaigns, capacity building and regional power building. This position manages the relationships, logistical, scheduling and administrative workflow between our organization and partner organizations. The RFL also works closely with communications and cultural strategy staff to weave these strategies into program work. The ideal candidate will be passionate about capacity-building training and field campaign coordination for grassroots groups to make bigger and bolder electoral impact as we secure a California that values all our communities. Join our team!

Key Responsibilities

FIELD CAMPAIGNS

- Is responsible for movement building electoral strategy and field work in Northern California, working in collaboration with the Chief Political Strategist, other program staff and network partners
- Produces a detailed regional coordinated campaign plan with active input from partner organizations, synergizing local efforts of partners with statewide campaign
- Collaborates closely with the Data Strategist to analyze voter file to inform campaign development, targeting, and overall political strategy

MOVEMENT BUILDING AND PROGRAM MANAGEMENT

- Establishes and organizes a regional movement building approach focused on building the capacity of partner organizations while maximizing impact and building a pipeline for leadership
- Cultivates culture of strong communication, peer learning, alignment, team building, and joint strategizing within our network, through frequent, well-planned, one-on-one and group meetings
- Works with staff to regularly convene the network steering committee, coordinating all logistics

CULTURAL STRATEGY AND COMMUNICATIONS

- Supports campaign communications, including earned media, online, and social media, working closely with communications staff, consultants and artist(s)-in-residence
- Embeds communications strategy for overarching narrative shift within voter engagement, program media, and other campaign activities
- Supports Chief Political Strategist and advisors to identify opportunities for setting the issue environment

Qualifications

- Minimum 2 years' experience leading electoral field work including campaign planning and setting up phone banking and/or canvassing operations
- Roots in labor, community organizing strategies, and coalition building a plus
- Passion for and experience in working with low-income immigrants, refugees, and young people of color
- Strong in strategy development, work planning, time management, research, and leadership development
- Thrives in a high paced environment where the situation changes rapidly and when rising to unexpected challenges and opportunities; comfortable with on-the-ground learning
- Familiarity with 501c3, 501c4 and PAC structures preferred
- Strong attention to detail
- Flexible and team-oriented approach to problem-solving
- Commitment to embodying the change we seek; able to act with integrity, compassion, and openness to feedback
- Bilingual or multilingual language skills preferred
- Some nights and weekends required; during campaign season, it's frequent
- Must have own cell phone
- Must have a car, ability to drive and willingness to travel frequently
- Based in or within 25 miles of Oakland

Compensation and Benefits

\$50,000–\$60,000 DOE, with full medical benefits and generous PTO

Physical Demands

- Ability both to communicate via phone and to work at a computer for extended periods of time
- Ability to lift and carry up to 20 pounds

To Apply

Please email cover letter, resume, 3–5 references and a brief writing sample to norcallead@powercalifornia.org, making the subject line “REGIONAL FIELD LEAD NORCAL.” Although the position remains open until filled, preference will be given to applications received by August 9, 2018. Please send documents as PDF or MS Word email attachments.

POWER CALIFORNIA IS AN EQUAL OPPORTUNITY EMPLOYER

Power California is a values-based organization with a deep commitment to building transformative culture and challenging oppression in all its forms. People with disabilities and diverse gender identities and cultural backgrounds are strongly encouraged to apply.

powercalifornia.org