

# Director of Organizing

Girls for Gender Equity

## The Details

**Location:** Hybrid role based in Brooklyn, NY (remote candidates considered)

**Start Date:** July 2022

**Salary Range:** \$80,000 + Benefits

**Reports To:** Senior Director of Campaigns

## The Opportunity

The Director of Organizing will utilize organizing and activism strategies to harness and mobilize the cultural clout, creativity, and energy of young cis, trans and non-binary youth of color, and their allies, to run campaigns that support GGE's mission. This is a remarkable position for an effective and experienced organizer who has driven social justice campaigns forward, with a particular focus and commitment to anti-racist, feminist/womanist/queer, and youth development. This role will initially be focused on building upon our existing community and relationships, and building a strategy for GGE to grow its capacity to engage in movement building and activism. The role will also feed into the extension of the organization's programming in select cities across the country. The Director of Organizing is the primary driver of the organizing arm of the Campaigns department, working hand-in-hand with the Director of Policy to stand up our campaign strategies and harness the best of GGE's dual approach to effective, community-centered campaigns.

## Your Day-to-Day

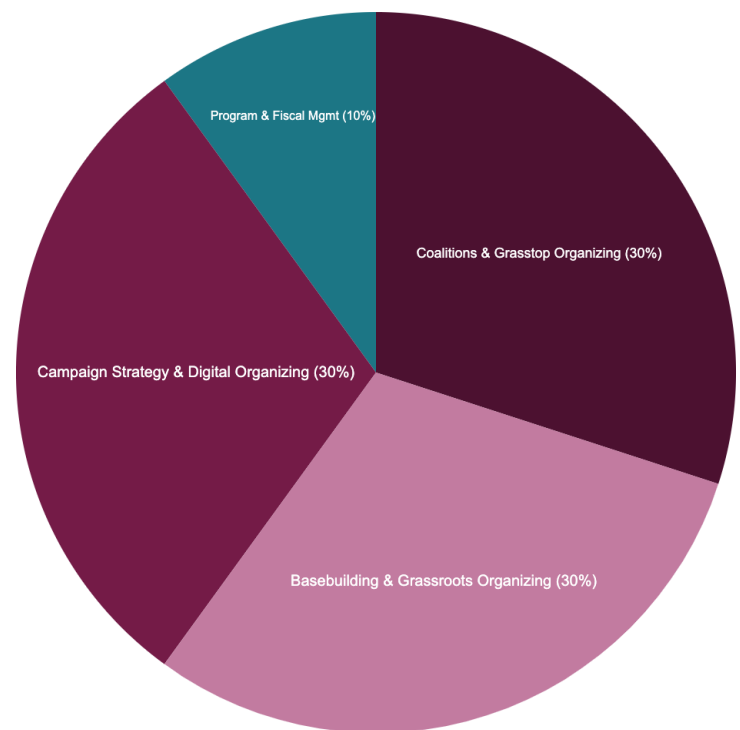
### 30% - Coalition Engagement & Grasstops Organizing

*The Director of Organizing will build and run effective coalitions of organizations that support girls of color and GNC/NB youth of color. This role will maintain partnerships with existing national partners and implement new strategies to bolster engagement. They will serve as the primary campaigner for both proactive strategy and rapid response efforts focused on issues related to youth of color.*

### 30% - Basebuilding & Grassroots Organizing

*This role will lead GGE's nationally organizing including A National Agenda for Black Girls, Young Women's Initiative, and all other national organizing moments and campaigns. They will build out and pilot national training for youth organizers. The role will drive a local and statewide organizing strategy to build political power in service of GGE's priority campaigns. They will also develop leadership skills and political education of young people and provide individualized support and development for emerging leaders, with particular attention to young people.*

### 30% - Campaign Strategy & Digital Organizing



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*The Director of Organizing will keep abreast of the local and national political landscape, with particular attention to racial and gender equity and make strategic choices about GGE's organizing tactics. They will identify and carry out local, statewide and national campaigns rooted in GGE's unique lens, organizational best practices, and opportunities for expansion. They will lead digital campaigns and mobilize GGE's base nationally and statewide.*

### **10% - Program Planning & Fiscal Management**

*With the Senior Director of Campaigns, the Director of Organizing will reconcile programmatic monthly expenses against accounting records. They will work with the Development and Finance teams to plan program budget, track expenses and report on key activities for the purpose of fundraising and securing resources for GGE's work.*

## **The Skills You'll Need**

Success in the Director of Organizing role will require a deep commitment to anti-racist, feminist/womanist/queer, and youth development work. The ideal candidate will also bring the following skills, attributes and experiences:

- Stellar communication skills;
- Impeccable attention to detail, systems, and processes;
- Flexible, able to shift priorities and maintain a sense of perspective;
- Strategic and results oriented collaboration with a leadership team;
- Ability to coach, support and supervise staff;
- Familiarity, comfort, and ability to thrive within a small, dynamic team environment.
- Ability to maintain relationships with organizational leaders and counterparts at partner organizations
- Ability to read and assess the current political landscape
- Familiarity with legal frameworks for 501c3 and 501c4 eligible activities
- Familiarity with a range of tools to help organize GGE's base online, including but not limited to CRM, SMS and emerging products to mobilize supporters
- Highly organized, self-motivated, independent worker who can prioritize tasks and manage multiple projects at once;
- Creative problem-solver who anticipates challenges and seizes opportunities for collaboration;
- Able to implement vision, think strategically, exercise good judgment, and lead change;
- Initiative-taker with a strong work ethic and efficient, results-oriented approach; and
- High level of self-awareness and ability to give and receive feedback well.
- Experience driving local and national campaigns that center young people of color;
- Experience authentically amplifying the voices of young people of color to lead movement building strategies;
- Experience ideating and executing a campaign, expansion initiative and/or growth strategy from start to finish;
- Experience building, expanding and activating a base in service of campaign goals;
- Experience supervising organizing staff.
- Experience driving rapid response mobilization in partnership with Digital and Communications staff

### **DESIRED BUT NOT REQUIRED**

- Lived experience with school pushout, the criminal legal system, navigating gender, gender identity, and/or racial equity issues.

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## The People

In this role you will report to the Senior Director of Campaigns, who oversees both organizing and policy strategy at the local, state and national level. The Director of Organizing will supervise the Deputy Director of Organizing, an Organizing Manager and is responsible for the oversight of various vendors and consultants. They are a member of the GGE's cross-departmental Leadership team alongside other Directors and the Executive team.

## The Organization

Girls for Gender Equity (GGE) is an intergenerational advocacy organization committed to the physical, psychological, social, and economic development of cisgender (cis) and transgender (trans) girls and women of color and gender non-conforming/non-binary (GNCNB) youth of color. GGE challenges structural forces -- racism, sexism, transphobia, homophobia, economic inequality -- that work to constrict the freedom, full expression, and rights of trans and cis girls and young women of color, and GNCNB youth of color.

GGE's work is grounded in intersectional Black feminism, positive youth development, strengths-based, eco-systemic social work practice and popular education theory. Our theory of change articulates our efforts to cultivate a culture and environment in which cis and trans girls of color and GNCNB youth of color are equitably supported to live free, self-determined lives; eradicate institutionalized barriers to gender equity; and dismantle all systems of oppression. We ultimately believe in and work toward world where cis and trans girls of color and gender non-conforming/non-binary youth of color are free.

## The Next Steps

If you are interested in this role, please send a cover letter and resume to JazzHR using this [link](#). Applications will be reviewed on a rolling basis, with a preferred start date ASAP.

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GGE is an Equal Opportunity Employer. GGE provides equal employment opportunities to all employees, job applicants, interns, and volunteers without regard to race, color, religion, creed, political association, ancestry, sex, sexual orientation, gender identity or expression, marital or partnership status, national origin, immigration or citizenship status, age, military or veteran status, pregnancy, caregiver status, handicap or disability, genetic information or characteristic, unemployment status, arrest or conviction record, credit history, status as a victim or survivor of domestic violence, sex offenses, or stalking, or status in any group protected by federal, state, or local law in accordance with applicable law.