

**Regional Organizer - Engagement & Impact Coordinator**  
**Job Description**



**The Southern California Black Worker Hub** (So Cal BW Hub) is looking to hire a Regional Organizer who is ready to make history by working with the So Cal BW Hub, a regional project of the LABWC and an emerging lead voice on Black work and economic justice in the nation. The So Cal BW Hub seeks an experienced, dynamic leader who has demonstrated success in coordinating and leading teams and someone who is ready to leverage the energy and membership of our Black Worker Center (BWC) family and partner organizations across Southern California.

The Regional Organizer should bring integrity, energy, and experience to help carry out the So Cal BW Hub's mission, vision, values, and commitments. We are a Black-led, Black-empowering regional network working for economic and racial justice and dignity for everyone. We believe that when Black workers succeed, all workers thrive. Our member-led process drives strategic campaigns to build worker power with BWC's in Los Angeles, Riverside-San Bernardino, and San Diego Counties. Our mission is to reverse the overlapping barriers fueling the job crisis in our communities through advocacy and action, and to create access, pathways into developing industries, and workplace protections for Black Workers.

The ideal candidate has strong skills in working with others and coordinating efforts, along with experience in organizing, policy advocacy, research, racial justice, and training. This position is part of the So Cal BW Hub and reports directly to the Director of the So Cal BW Hub.

**Duties and Key Responsibilities:**

- Regional Organizing and tracking engagement: Support the Hub's BWCs in the Building up and managing of developing a leadership of Black workers who want to join our movement, tell their stories, get workplace resources, and volunteer with the BWC's in their communities. In collaboration with the So Cal BW Hub Director, Board, leadership, staff, help develop and manage So Cal BW Hub partners data collection and participants databases.
- Capacity Building - Training and field development: Develop curriculum and training with the So Cal BW Hub Partners, Director and program manager to support staff development needs across the region addressing capacity-building gaps, identifying and recruiting trusted facilitators inside and outside of the network to build training calendars, ensuring attendance and participation.
- Campaign coordination and support: In collaboration with the So Call BW Hub Director, partner leadership, staff, Policy lead and consultant teams, coordinate engagement of partners in regional, state, and national campaigns. This includes collaborative comprehensive policy advocacy campaigns across the region through data collection, narrative development, digital engagement strategies, and partnerships that support high-level organizing campaigns with impact on the ground and builds visibility and mobilization.
- Policy collaboration: Along with the Policy lead, monitor and assess state legislation and regulations on workplace issues, including workplace discrimination, workforce development, workplace health and safety, unemployment benefits, and workplace protections overall.
- Communications: Develop, coordinate, and execute an integrated communications strategy across media platforms to engage and grow So Cal BW Hub's digital universe /worker base to move them from on-line into the BWC communities. Co-lead in the development of narrative strategy that corresponds with statewide, regional and partners local campaigns in alignment with Hub and BWC's missions including tracking the distribution and maintenance of print and electronic collateral including, but not limited to, ongoing email newsletters, brochures, fundraising materials, etc. Monitor news cycle and public discourse related to movement work and goals.



- Organizational Development /HUB internal Alliance-Building: Working with the Hub Director, support monthly Regional Coordination meetings with ensuring agendas are in alignment with BWC's interests, note-taking, and development of related projects or training.
- Fundraising: Participate in the coordination of fundraising efforts with significant engagement from So Cal BW Hub leadership/members and development staff, including with implementation of plans, grassroots fundraising, and other fund development activities in partnership with Hub partners to ensure project sustainability and flexibility to participate in opportunities as they arise.
- Support media relations with reporters and other media contacts. Working with BWC's to pitch stories and spokespeople, write news releases, support in drafting op-eds and other necessary media communications, including where rapid responses may be needed during political discourse.

#### **Qualifications and Experience:**

- Demonstrated commitment to worker rights and Black worker liberation. Experience working in Black working class communities and a deep appreciation of Black culture, history, direct action, and a commitment to social & economic justice, anti-racism and building collective power for workers.
- Goal-driven and detail-oriented self-starter and problem-solver with ability to work independently and as part of a collaborative team with good personal organization, time management, and planning skills.
- Excellent written, verbal, editing and interpersonal communication skills. Strong analytical and strategic thinker who considers mission and vision of organization in all their planning and actions.
- Dedicated team player with abilities to work with diverse staff, board, and partner organizations.
- Effective listener who seeks and accepts feedback. Looks for opportunities to learn and grow in their work.
- Work a flexible schedule, some evenings and weekends as needed, and have the ability to work independently. Comfortable working both remotely and in the field across Southern California.
- Strong data management and research experience conceptualizing and coordinating issue/ action research. Strong skills-building approaches with demonstrated experience designing curriculum and political education and learning programs for direct action.
- Ability to work in a fast-paced environment while multitasking, juggling priorities requests from BW HUB, BWC members, partners and allied organizations.
- Possess computer proficiency skills including familiarity with MS Office and traditional social media platforms and design tools, including Facebook, Instagram, Twitter, Adobe and Canva.
- Demonstrated ability to resolve conflicts while maintaining important and effective relationships and ability to support, develop, and co-empower staff.
- Valid driver's license and a car with the ability to travel regionally.
- Bachelor's or Master's Degree from an accredited college and university is a plus.
- Cumulative 3-5 years' experience in two or more of the following: advocacy, electoral, worker or union organizing, direct action community organizing campaigns, journalism, public relations or advocacy communications, project/program management.
- 1-2 years of campaign experience as an organizer or in distributed organizing including base-building and/or membership organizations.
- *Specialized Knowledge, Skills and Abilities (preferred)*
  - Skilled with a spreadsheet, data savvy and comfortable with technology such as distributed organizing tools or systems, such as Slack, Zoom, Google Workspace, Hootsuite, etc
  - Experience with campaign/digital and social media management tools design skills, organizing tools and developing digital content.



- Proficient with CRM software (such as EveryAction), graphic design platforms (such as Canva); excellent writing, proofreading, desktop publishing, verbal, visual/ graphic communications skills.

**Compensation and Benefits:**

Full-time, exempt position. Salary ranges from \$80,000 - \$85,000 per year, depending on experience. We offer a generous benefits package with 100% premium coverage for employee medical, dental, and vision. We offer 403b, long-term disability, basic life, voluntary life, AD&D insurance plan, employee assistance programs, discounts, and flexible spending account. Our time off and leave plans are 11 paid holidays per year plus 2 days of paid personal floating holidays, 10 paid vacation days, and 12 sick days per year (prorated upon hire and increased by tenure). We are committed to our employees' health, safety, and well-being by providing flexible work hours and wellness opportunities. We are temporarily on a hybrid work schedule. Candidates who are vaccinated will receive priority consideration.

**Application Process:** This position will remain open until filled. Email resume and cover letter to [admin@bwhub.org](mailto:admin@bwhub.org), add "**Regional Organizer - Engagement & Impact Coordinator**" in the subject line. The LABWC welcomes applicants' use of AI as a tool for preparation - such as researching, organizing ideas, or refining their resume and cover letter. However, we kindly ask that AI not be used to create original content related to the performance-based parts of our recruitment process, such as application question responses, interviews, and the completion of performance tasks. It is important to us that those reflect your own authentic perspective, ideas, and experiences. We are excited to get to know the real you and believe your genuine voice is your greatest strength. No phone calls, please.

*LABWC is an equal opportunity employer committed to a diverse and inclusive workforce. In addition, the organization will consider for employment, qualified applicants with criminal histories in a manner consistent with the requirements of the Los Angeles Fair Chance Initiative for Hiring. The LABWC is also an affirmative action employer. Members of the African Diaspora, including Men, Women, LGBTQ, Returning Citizens, and Afro-Latino, ARE STRONGLY ENCOURAGED TO APPLY.*

