



Job Opening: Long-term Care Organizer/Research Manager

Start Date: February 2020

Work Location: In or near Los Angeles, CA

Join a movement that supports the leadership of immigrant women and women of color domestic workers, towards ending decades-long exclusion from labor protections!

Organization:

Hand in Hand is a national network of individuals and families who depend on domestic workers and believe that dignified and respectful working conditions benefit worker and employer alike. We honor the care work that happens in homes across our country, and seek to ensure that care is accessible and affordable for all families and that the homecare jobs we create bring fairness and dignity to the workers.

Working in partnership with the California Domestic Workers Coalition, the National Domestic Workers Alliance and local domestic workers organizations, we aim to improve individual employers' behavior and to create systemic change in the care industry by transforming public consciousness, cultural norms and public policies to bring dignity and respect to domestic workers and all who depend on their labor. We work towards a future where people live in caring communities that recognize all of our interdependence.

Position:

Reporting to the California Director, the Long-term Care Organizer/Research Manager will be responsible for (1) outreaching to individual Long-term Care clients/consumers, (3) recruiting them into Hand in Hand's base and (2) involving them in this participatory research project in partnership with our partners at Pilipino Workers Center (PWC), California Domestic Workers Coalition (CDWC), Golden Gate University Women's Employment Law Project, and the UCLA Labor Center. The Organizer/Manager will lead the creation of a report documenting findings about the homecare agency/RCFE industry and the people who are clients of this industry.

The ideal candidate is someone who is energized by the challenge of community outreach and membership base building, can work independently, and is dedicated to

building grassroots leadership of older adults, people with disabilities and others in the Long-term Care economy towards racial and gender justice and workers' and immigrants' rights.

Key Responsibilities:

Organizing:

- Identify and recruit Long-term Care consumers (primarily older adults, people with disabilities and their families) in Southern CA to participate in the study of homecare agencies and RCFEs and to join Hand in Hand as members through creative in-person outreach and through building relationships with key leaders, organizations and networks.
- Conduct one-to-ones with Long-term Care consumers to survey them about their experiences with agencies and RCFE's and build relationships with them.
- Manage programming, recruitment for, and logistics for local meetings, workshops, actions, webinars and events.
- Work with the digital and communications team to bridge the digital to field organizing.

Research:

- Contribute to the research strategy as well as the development of key findings.
- Coordinate regular meetings with partners to manage the research project
- Track and report on research activities, progress, and outcomes. Conduct periodic review and evaluation of efficacy of research efforts in collaboration with partners.
- Directly contribute to and manage creation of research reports and presentations, including drafting the findings report and presentation, and collaborating with partners on design and production.
- Collaborate with partners on key research talking points.

Organization Support:

- Participate with the National Hand in Hand Organizing team and staff team calls and meetings to effectively connect and collaborate.
- Represent the HIH in Southern CA, with community and other local partners.
- Support organizational fundraising efforts.

Required Skills and Qualifications:

- 2-5 years of community and/or labor organizing experience, particularly building a membership base and engaging people in campaigns

- Experience with research, ideally participatory research
- Strong project management and time management skills
- Excellent communication and writing skills
- Is an active listener with the ability to receive and give feedback
- Is able to work well with others, build effective relationships, and foster leadership in others particularly among diverse groups of people
- Is able to work independently and holds high standards for one's work
- Alignment with Hand in Hand's mission
- Ideally comes with an understanding of issues facing low-wage workers, older adults and people with disabilities
- Proficiency with Google Suite, Dropbox and social media such as facebook and twitter

Optional Skills and Qualifications (candidates demonstrating any of the following will be given preference, but are not required):

- Experience leading webinars and conference calls
- Experience with Los Angeles community organizations and workforce
- Has a connection to the domestic work industry (examples: as a domestic employer, as a worker, as a caregiver, or recipient of care)

Compensation and Hours:

This is a full-time exempt position with some evening or weekend hours. Salary range is \$58,000-\$63,000 a year with healthcare benefits (final salary commensurate with experience and qualifications).

To apply:

Please submit your resume and cover letter stating why you want to work with Hand in Hand: The Domestic Employers Network to jobs@domesticemployers.org with "Long-term Care Organizer/Researcher" in the subject line of your message by January 20, 2020. We sincerely regret that we will not be able to respond to all applicants. Only those considered for the position will be contacted to interview.

Hand in Hand: The Domestic Employers Network is fiscally sponsored by Bend the Arc: A Jewish Partnership for Justice. Bend the Arc encourages applications from all qualified individuals without regard to race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, marital status, citizenship, disability,

veteran status, and record of arrest or conviction. Bend the Arc is an equal opportunity employer.

This job description is intended to convey information essential to understand the scope of the position. It is not intended to be an exhaustive list of skills, efforts, duties, or responsibilities associated with the position.