



Job Opening: California Education Organizer

Start Date: August 2020

Work Location: San Francisco Bay Area in California

Reports to: California Director

Classification: Exempt, full-time (40 hours per week)

Application deadline: July 27, 2020

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: The Domestic Employers Network (HIH) 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.

Position:

The California Education Organizer will be responsible for (1) developing and distributing domestic employer educational resources to raise awareness about workers rights and protections, (2) using creative and traditional approaches to reach people who employ nannies, house cleaners and home attendants, and (3) recruiting them into Hand in Hand's base to work on efforts to advance policies to create a care infrastructure that supports all Californians and ensures access to quality and dignified support in the home. As a result of this work thousands of domestic employers through the state will understand and abide by the California Domestic Workers Bill of Rights and engage in fair practices to increase the economic security of this workforce.

The ideal candidate is someone who is energized by the challenge of community education and membership base building, is a team player who can work independently, and is dedicated to building grassroots leadership of California's domestic employers - including seniors, people with disabilities, and parents in deep partnership with women of color and immigrant women domestic workers.

Women, people of color, people with disabilities, and lesbian, gay, bisexual, transgender and gender non-conforming individuals are strongly encouraged to apply.

Responsibilities include, but are not limited to:

Employer education (50%)

- Develop and distribute educational resources such as sample contracts, best practices and legal resources to domestic employers.
- Work with our communications team to develop creative approaches to domestic employer education and outreach, including using social media, videos, art, and more.
- Conduct online trainings and support member leaders to facilitate trainings about the California Domestic Workers Bill of Rights to domestic employers through partnerships with organizations, churches, businesses and other networks.
- Manage programming, recruitment for, and logistics for local meetings, workshops, actions, webinars and events.

Organizing (40%)

- Identify and recruit domestic employers to join Hand in Hand as members and participate in campaigns and programs to advance protections for domestic workers and ensure access to support in the home.
- Develop the leadership of domestic employers to tell their stories, speak to the media, conduct training, engage in social media campaigns, and organize their peers.
- Collaborate with local domestic worker partners and other community organizations to advance policy and culture change.
- Work with the digital and communications team to bridge the digital to field organizing.

Other organizational duties (10%)

- Participate with the National Hand in Hand Organizing team and staff team calls and meetings to effectively connect and collaborate.
- Support organizational fundraising efforts.

Required Skills and Qualifications:

- Has 1-3 years of community and/or labor organizing experience, particularly building a membership base and engaging people in campaigns
- Comes with an understanding of issues facing low-wage workers, older adults, people with disabilities and communities of color
- Possesses 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
- Shares alignment with Hand in Hand's mission
- Has proficiency with Google Suite, Dropbox and social media such as Facebook and Twitter and is comfortable learning new technology

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

- Has experience with teaching, popular education, and training
- Has experience leading webinars and conference calls
- Is multilingual in Spanish, Tagalog, or ASL
- Has experience with California community organizations and networks
- 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). Work schedules may include evening or weekend work based on need.

Hand in Hand: The Domestic Employers Network is a project of and fiscally sponsored by Bend the Arc: A Jewish Partnership for Justice. Bend the Arc offers a comprehensive benefits package including:

- Medical, dental and vision benefits fully paid for by Bend the Arc for individual coverage and generous employer contribution of 80% toward monthly premiums for dependent and family coverage;
- Long and short term disability benefits fully paid for by Bend the Arc;
- 401K with employer contribution of 2% after your first year;
- Paid time off including:
 - 15 vacation days during your first three years with an increase to 20 vacation days in your fourth year
 - 12 sick days per year
 - 23 paid holidays each year
 - Generous Caregiving / Personal Leave of Absence policy with a Paid Leave Benefit that covers 3 weeks of paid leave for each year of employment, up to 12 paid weeks after four years on staff
 - Fully paid Sabbatical of up to 12 weeks for long-term employees;
- Adoption Assistance Program providing reimbursement of up to \$1,500 for qualified adoption expenses;
- Dependent Care Flexible Spending Account;
- Flexible Spending Account or Health Savings Account for eligible health related expenses
- Commuter Benefits;
- Employee Assistance Program;
- Life Insurance fully paid for by Bend the Arc

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 “California Education Organizer” in the subject line of your message by July 27, 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.

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Bend the Arc and Hand in Hand: The Domestic Employers Network values a diverse workforce and an inclusive culture.

Bend the Arc provides equal employment opportunities to all applicants and employees without regard to race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, marital status, citizenship, disability, veteran status, record of arrest or conviction, or any other legally protected status. **Women, people of color, differently abled people, and lesbian, gay, bisexual, transgender and gender non-conforming individuals are strongly encouraged to apply.**

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.