



Deputy Organizing Director Job Description

Title: Deputy Organizing Director
Supervised By: Organizing Director
Supervises: 1-2 organizers
Salary/Hourly, Exempt or nonexempt: Salary, Exempt
Full Time: Yes

ORGANIZATION SUMMARY: Organizing Neighborhoods for Equality: Northside (ONE Northside) is a community organization resulting from the merger of Lakeview Action Coalition and Organization of the Northeast. Together, ONE and LAC have a history of nearly 60 years of powerful and effective community organizing. ONE Northside started on July 1, 2013. ONE Northside organizes people from over 100 institutions, as well as individual community residents, from Rogers Park, Edgewater, Uptown, Ravenswood, North Center, Lake View, and Lincoln Park.

MISSION: Organizing Neighborhoods for Equality: Northside is a mixed-income, multi-ethnic, intergenerational organization that unites our diverse communities. We build collective power to eliminate injustice through bold and innovative community organizing. We accomplish this through developing grassroots leaders and acting together to effect change.

POSITION SUMMARY:

ONE Northside is seeking a new member of our Organizing Department staff leadership team who is passionate about people-powered change and winning transformative social justice campaigns. This person must be compassionate, justice-driven, and hungry to build power. This person will co-strategize with other directors and managers, supervise organizers and help develop the entire team's organizing skills and craft, support on the development of emerging campaigns, and build out new internal structures to support base building and campaigning. This person will have the opportunity to own and create the building out of ONE Northside's organizing strategy. ONE Northside has a cost-sharing agreement with ONE People's Campaign (501 c4). This role will include time advancing the work of ONE People's Campaign as well.

RESPONSIBILITIES:

Staff Management and Development:

- Supervise 1-2 organizers
- Provide support to all organizers through mentorship, observation of their work, providing feedback, and training
- Develop and implement an onboarding program for new organizers

- Develop and run an organizing internship program

Organizing Department Systems Development:

- Support Organizing Department campaign planning, development, and evaluation
- Help institute systems for measuring progress toward and accountability for base building, issue campaign, and electoral goals
- Help develop systems for organizer evaluation and accountability
- Help senior organization leadership in fundraising

Membership and Training:

- Develop and run our training program in consultation with the Organizing Director, including trainings in organizing skills and methodology, civics, and other one-off trainings for leadership development
- Develop a new member orientation program for individual and institutional members
- Cultivate relationships with a set of institutional members and ensure organizers are regularly engaging those institutions
- Organize quarterly membership meetings

Programmatic work:

- Coordinate with Organizing Director and Communications Manager on developing and advancing a narrative that weaves all ONE Northside's work together
- Work with Organizing Director and Executive Director to assess new campaign opportunities (such as immigrant issue organizing, or growing climate justice organizing), by consulting members, funders, and staff, engaging in the hiring process, and helping set up new programs for success
- Support leadership bodies in setting goals and organizational priorities
- Help develop a culture of joyous rebellion, support, accountability, and rigor in our power-building initiatives
- Contribute to organization-wide fundraising activities
- Support ONE People's Campaign strategies and tactics
- Other duties as assigned

QUALIFICATIONS:

- Bachelor's degree and/or equivalent prior experience
- At least 5 years of organizing experience
- Proven management and leadership experience
- Advanced understanding of and experience with a wide variety of community organizing strategies and tactics, as well as experience with coalitions
- High energy, positive, "can-do" attitude; demonstrates a high degree of initiative
- Can work both independently and with a team, is both detail-oriented and flexible; Effective and creative problem solver
- Strong verbal communications skills and demonstrated ability to write clearly and persuasively

- Demonstrated ability to think strategically and thorough understanding of power mapping relationships and systems
- Demonstrated ability to prospect, cultivate and manage relationships
- Substantial experience facilitating trainings with a diversity of people on many topics
- Strong partnership-building and event planning skills
- Strong computer skills and experience working with a CRM, database, VAN, and Google Suite
- Proven ability to work with a diverse constituency, across lines of race, class, nationality, sexual orientation, gender identity, age, religion and other differences
- Commitment to racial equity and overcoming white supremacy; Recognition of the role of race, income, age, immigration status, and other identities in shaping disparities among communities; Recognition of how your own identities show up in the work; Willingness to reflect on and act on feedback with an eye toward continuous learning about race, ability, and other lines of difference
- Commitment to consistently amplifying community voices to advocate for more equitable solutions
- Must be a motivated self-starter who can juggle many moving pieces
- Ability to work independently and as part of a team
- Innovative, creative, mature thinking and reasoning
- Commitment to training and agitation methodology as a tool for growth and accountability
- Fluency in a second language is a plus
- Having a car is preferred

This is a community organizing job and will require attendance at night and weekend meetings. ONE Northside is an equal opportunity employer.

COMPENSATION:

- Salary is in the \$63,648- \$85,000 range, commensurate with experience
- Comprehensive benefits package includes employer paid medical and dental insurance. Employer covers 25% of HMO health benefits for dependents' health and dental coverage. Employer contribution of 4.5% of salary into a retirement plan. 10 paid vacation and 3 personal days the first year, 12 wellness days and 18 paid holidays.

To Apply - Please send a resume and cover letter to Becky Wanberg at bwanberg@onenorthside.org with the subject line Deputy Organizing Director.