



Khmer Girls in Action

LIKE A LOTUS. WE RISE

2217 E 6th Street, Long Beach, CA 90806 phone: (562)986-9415 fax (562) 986-9416 www.kgalb.org

Job Title: Organizing Director

Hire Date: Until filled

Terms: Full Time Employee, Salaried, Exempt

Salary: \$75,000-\$90,000

Benefits: Excellent benefits package including health insurance (medical, vision and dental), 403(b) retirement, and generous sick, vacation, personal, and holiday time off.

Location: Long Beach, California

Khmer Girls in Action (KGA) mission is to build a progressive and sustainable Long Beach community that works for gender, racial and economic justice led by Southeast Asian and Khmer young women. KGA develops the leadership and power of Southeast Asian youth to lead campaigns to create social change.

The Organizing Director's primary responsibility is to manage and strategize KGA's grassroots youth organizing work in Long Beach through base-building, leadership development, and other activities with high school students and oversee KGA's local and statewide organizing campaigns.

This position will manage and oversee the base building and campaign work. We are looking for someone who will be both a senior strategist in the organization as well as work intensively with our executive director and team to make sure our organizing efforts align with our goals and vision through base-building, leadership development and winning issue based campaigns at the local, state and federal levels. The ideal candidate for this position will be someone who has a vision and strong desire to build KGA's power, but also loves to implement and strategize movement work, and work directly with organizers and youth leaders to build a strong, powerful base. This position is for someone who prefers being in the field, developing and growing the leadership team to support organizers and leaders to reach their full potential within communities of color.

- Manage and oversee community organizing and campaign efforts - lead and developing, planning, and implementing campaign plans with a team of staff and youth organizers
- Develop campaign activities that include, youth-led research, delegation meetings, direct actions, and electoral organizing
- Including, but not limited to current priorities around Participatory Budgeting, resource expansion for youth development, and other power building strategies.
- Participate and represent KGA in local, county, statewide or national coalitions, networks, or ally events that build KGA's visibility, community solidarity, and advance campaign efforts.
- Provide strategic vision and direction for, lead organizations campaign strategy to pass public policy and win concrete improvements in impacted communities.
- Develop and mentor a team of staff that works directly with youth organizers and ambassadors leading campaign work.
- Manage and oversee the leadership development, skills building and political education work and ensure youth organizers are integrating and executing the leadership development model on a regular and consistent basis.



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- Work with the leadership and organizing team to manage local, statewide and national alliances and partnership to advance issue campaigns.
- Develop overall organizational development and implementation of the strategic plan.
- Prepare written reports, meeting summaries, and related materials as required.
- Strategize and guide campaign strategy on a local, statewide and national level.
- Implement organizing strategies with organizing & program team to achieve its mission, campaigns, and programs.
- Establish and maintain strong collaborative working relationships with key educational alliances to support KGA's Campaigns and ensure the SEA community has a voice.
- Conduct research and public policy analysis on issues impacting youth, education and KGA's campaigns & programs.
- Collaborate with the Executive Director to ensure youth organizing is meeting grant deliverables.
- Support organizing team to facilitate, coordinate, and create curriculums for youth leaders
- Lead Participatory Action Research project to develop a community organizing campaign
- Prepare monthly, quarterly, and annual program reports to the Executive Director
- Lead and manage the development of campaign and organizing budgets
- Establish relationships with youth organizing, social justice groups and organizations

- The ideal candidate is an organizer, a strategic campaign planner, and an experienced staff leader with grassroots organizing experience, and experience in building and leading teams:
 - **Minimum 5** years of community organizing and campaign development experience or relevant experience working in youth, community or labor organizing fields.
 - **Minimum 2** years of supervising and/or staff managing experience
 - Experience in the following areas: campaign strategy, power mapping, curriculum development, base-building, leading alliances, youth development
 - Strong commitment to gender, racial, economic justice and youth empowerment.
 - Strong interpersonal and team-building skills, particularly with high school students. Ability to connect, energize, inspire and move young people to action.
 - Ability to work independently, or collaboratively with a team to achieve goals.
 - Strong creative, problem-solving, and critical thinking skills.
 - Ability to handle multiple projects & responsibilities simultaneously and meet deadlines to achieve overarching goals.
 - Strong organizational skills, attention to detail and follow-through
 - Excellent communication skills, both verbal and written – ability to communicate complex ideas in a straightforward, culturally and linguistically appropriate manner.
 - Available to work flexible hours, including evenings and weekends
 - Valid California driver license, insurance, and reliable access to a vehicle.

Preferred Qualifications:



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- Fluency in a second language, preferably Khmer

Please send a resume and cover letter, demonstrating your interest and qualifications, and at least three references to jobs@kgalb.org with the subject line “Organizing Director – your name.”

KGA is an equal opportunity employer. People of color, women, people who identify as lesbian/gay/bisexual/queer/transgender and people with disabilities are highly encouraged to apply.

This position will remain open until filled; early applications are strongly encouraged.