



JOB OPPORTUNITY

Santa Maria | Santa Barbara | Carpinteria | Oxnard | Port Hueneme

Santa Maria Senior Organizer, FT Job Description

BRIEF HISTORY

Future Leaders of America (FLA) began as a grassroots response to the lack of Latinx role models in Oxnard, California. For 40 years now, FLA has provided over 9,500+ low-income Latinx youth, and their families, with personal development, leadership development, educational experiences, and advocacy training in Ventura and Santa Barbara County. FLA has worked tirelessly to develop strong communities through youth leadership, advocacy, and creating positive role models. The organization is seeking positive role models who can continue the legacy of FLA leadership in the community.

FLA's MISSION

FLA develops youth resiliency and leadership to create long-lasting systemic change by empowering and mobilizing youth leaders to advocate for policies that improve their lives and the lives of their peers and their communities.

FLA's TARGET POPULATION

Future Leaders of America (FLA) is a community and critical resource dedicated to enhancing the cultural and educational experiences of Latinx youth on the Central Coast. We believe that when the voices, experiences, and histories of Latinx youth are recognized, the opportunity for self-development emerges and the foundation for critical thinking in leadership forms. FLA actively serves and welcomes all youth through a peer-to-peer leadership curriculum that is responsive to the diverse Latinx experience on the Central Coast.

POSITION OVERVIEW

FLA is seeking an experienced Full-Time Senior Organizer in Santa Maria to train, develop and empower Latinx youth/parents to mobilize and create a positive change in Santa Maria. The Santa Maria Senior Organizer will work with youth/parents on improving social conditions for Latinx community members; especially, the Santa Maria Senior Organizer will co-lead campaigns to address education inequities, health equity, and/or immigration issues through youth/parent-led advocacy and media campaigns. The Santa Maria Senior Organizer is responsible for coordinating the development and implementation of organizing projects in the aforementioned areas. The Santa Maria Senior Organizer will support the ongoing leadership development of youth/parent leaders. The Santa Maria Senior Organizer will also work to engage community members, FLA youth, and parents, to respond to and improve social conditions. The Senior Organizer responsibilities include:

1. Youth Organizing (80%)

- Develop and strengthen the leadership abilities of Future Leaders of America Master Achievers (FLAMA) youth council by conducting biweekly youth council meetings. The Senior Organizer will also build strong working relationships with all FLAMA youth council students
- Conduct leadership-building activities with FLAMA members. Activities include but are not limited to: organizing and conducting listening campaigns and developing relationships with community leaders
- Advise and train FLAMA youth and its youth council on advocacy and strategic planning for local campaigns on education and health disparities among the Latinx community.
- The Senior Organizer will work closely with the part-time Parent Organizer in Santa Maria to implement strategies and campaigns around the A-G Campaign, including but not limited to grant reporting, data collection and entry, and media outreach.
- Develop and maintain collaborations with local, regional, state, and national partner organizations
- Work with the Director of Annual Programs and Associate Programs Director to plan, recruit and execute annual programming, which includes but is not limited to: Youth Leadership Conference, University Seminars, Family Camp, Facilitator Training supplemental activities
- Track student participation through the internal database; collect evaluations from all students
- Provide logistical support to FLA youth-led events through meeting logistics, preparation, and facilitation

2. Parent Organizing (20%)

- Supervise the part-time Santa Maria Parent Organizer (which includes hiring, onboarding, and managing parent organizer)

- Provide performance evaluations to the Parent Organizer throughout the year
- Supervise and support the Parent Organizer's recruitment plan of Indigenous-language and/or Spanish-speaking BIPOC parents/guardians to go through a 3-day leadership training, also known as FLA's Family Camp
- Supervise and support the Parent Organizer in coordinating a monthly parent/guardian meeting where at least 15 parents/guardians discuss education inequity and social justice issues
- Provide organizing training for Indigenous-language and/or Spanish-speaking parents/guardians including the development of strategic and power mapping charts to develop their leadership skills
- Supervise the Parent Organizer and support them in creating a safe and culturally-relevant space for parents/guardians to participate in leadership-building activities, which may include, but are not limited to conducting listening campaigns and developing relationships with community leaders and officials from the Santa Maria Joint Union High School District (SMJUHSJD)
- Advise and support the Parent Organizer on how to lead and engage parents/guardians on advocacy and strategic planning for local campaigns on education and drug and alcohol prevention issues by having weekly check-in meetings with them

General and Other

- Work with partner organizations on civic engagement and nonpartisan electoral work
- Promote FLA's mission and goals, including articulating the mission and taking opportunities to advance its goals when appropriate
- Other assigned duties

JOB REQUIREMENTS/QUALIFICATIONS

- At least 2 years experience in community organizing and/or 2 years of experience working in the field of community development or other relevant community work
- A Bachelor's Degree or equivalent level of experience is preferred
- Prior employment or intern experience with transferable skills to that of a community organizer
- Outdoor leadership skills (first aid certification, competence in camping best practices, awareness of risk factors/management in the outdoors, tolerant of nature's challenges)
- Demonstrated commitment and passion for working with youth/parents/guardians to provide access to education, and social justice
- Cultural awareness competency (first generation, Indigenous/Latinx, immigrant)
- Proven commitment to social justice (i.e. immigration, environmental, anti-blackness, LGBTQ+)
- Experience with and desire to work with diverse cultures and the ability to engage people from a variety of backgrounds on a one-on-one basis or group format
- Strategic and analytical political thinking skills to think through a variety of community issues and strategies
- Strong written and verbal skills including large group presentations and public speaking
- Tech-savvy – has skills beyond basic computer literacy
- Able to work independently and as part of a team
- Able to set own work priorities, manage responsibilities and time
- Ability to work with youth leaders to identify and develop issue campaigns that build leadership
- Ability to develop and carry out effective strategies for actions
- Be a strategic thinker and consistently exhibit the ability to think through a variety of approaches to an issue and forecast possible and realistic results
- Ability to link neighborhood-based issues with regional, state, and national issues
- Setting and achieving an annual grassroots fundraising goal
- Fluent English and Spanish-speaking skills
- Outstanding people skills, sense of humor, and creative thinker

SCHEDULES

Our work schedules vary, primarily according to our programming schedule. Weekly work schedules are typically planned by you and your supervisor(s) up to a week in advance. Because we are a youth services organization, most of our programming occurs after school/work hours. It is important that you understand and anticipate that your schedules will vary and will occasionally include working weekends.

AT-WILL EMPLOYMENT

It is important to note that employment with FLA is based on mutual consent, for an unspecified term and is considered employment-at-will. Accordingly, either you or FLA - with or without cause or advance notice - can terminate the employment relationship, at any time. Future Leaders of America, Inc. also has the right to change the terms and conditions of your employment with

or without notice including but not limited to termination, demotion, promotion, transfer, compensation, benefits, duties, and location of work.

PHYSICAL DEMANDS

The physical demands described here represent those that must be met by an employee to perform the essential functions of this job successfully. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

OTHER REQUIREMENTS

Staff is expected to participate in fundraising events including Latinx Legacy Awards, Alumni Reencuentro, house parties, meet and greets, and annual end-of-the-year events. Staff should also have a valid driver's license with insurance and dependable access to a car to drive for work. A background check and full COVID-19 vaccination are required prior to employment.

REPORTS TO: Associate Programs Director

STATUS: FULL-TIME, NON-EXEMPT

COMPENSATION RANGE:

\$25.50/HR

- FLA offers a benefits package for our full-time employees including:
- Full medical, dental, and vision insurance (plus 75% coverage for your spouse or child)
- Paid vacation (two weeks per year) and sick time
- 11 paid holidays
- Ongoing professional training in major gifts solicitation
- A commitment to work-life balance and a fun, self-driven, working environment

The position will remain open until filled. To apply, please email a cover letter and resume to Ivette Peralta, Director of Annual Programs at: info@futureleadersnow.org. Subject: Santa Maria Associate Organizing Supervisor

Future Leaders of America, Inc. has a deep commitment to fostering equal opportunity in employment and encourages applications from individuals of diverse racial, ethnic, and cultural backgrounds representing all genders, ages, beliefs, and identities.

