JOB OPPORTUNITY
Santa Maria | Santa Barbara | Oxnard

Santa Barbara
Community 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 Latino youth in the Central Coast. We believe that when the voices, experiences, and histories of Latino 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 Latino experience in the Central Coast.

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

1. Youth Organizing (80%)
   - Develop and strengthen leadership abilities of Future Leaders of America Master Achievers (FLAMA) youth council by conducting biweekly youth council meetings. The Community 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 health disparities among the Latinx community
   - The Community Organizer will work closely with the Youth Wellness Coalition Manager to implement strategies and campaigns for the ADP (Alcohol and Other Drugs) Santa Barbara County Behavioral Wellness grant, 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 to plan, recruit and execute annual programming, which includes but is not limited to: Youth Leadership Camp, 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%)  
• Recruit Indigenous-language and/or Spanish-speaking parents/guardians to go through a 3-day leadership training, also known as FLA’s Family Camp
• Coordinate a monthly (one per month) parent/guardian-meeting where parents/guardians discuss educational issues and develop their leadership skills
• Provide organizing training for Indigenous-language and/or Spanish-speaking parents/guardians including the development of strategic and power mapping charts
• Conduct leadership building activities with parent leaders; activities include but are not limited to: conducting listening campaigns and developing relationships with community leaders and officials from the Santa Barbara Unified School District (SBUSD) officials
• Advice parents/guardians on advocacy and strategic planning for local campaigns on education and drug and alcohol prevention issues

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
• 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, 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 are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

OTHER REQUIREMENTS
Staff is expected to participate in fundraising events including Latino Legacy Awards, Alumni Reencuentro, Santa to the Sea, house parties, meet and greets, and annual posadas. Staff should also have a valid driver’s license with insurance and dependable access to a car to drive for work. A background check is required prior to employment.

REPORTS TO: Associate Program Director

STATUS: FULL TIME, NON-EXEMPT

COMPENSATION RANGE:
$24.00/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

To apply, please email a cover letter and resume to Gloria Soto at jobs@futureleadersnow.org; Subject: Santa Barbara Community Organizer. Position will be open until filled.

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 and represents all genders, ages, beliefs, and identities.