



JOB OPPORTUNITY

Santa Maria and Santa Barbara (hybrid position) Voter Engagement Campaign Team Lead 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 9,400+ 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

The Campaign Team Lead will lead a team of phone bankers in running a 5-week nonpartisan civic engagement program to get out the vote (GOTV), engage voters on the issues of housing and tax equity, and build a statewide membership base of progressive BIPOC youth. The person in this role should be strongly motivated, disciplined with time management, and highly skilled in mobilizing BIPOC youth to get involved and take action.

RESPONSIBILITIES

Leadership and Management

- Leads a team of (5-8) phone bankers in phone banking.
- Sets daily agendas, facilitates training, and debriefs to help phone bankers reach their daily goals.
- Trains phone bankers and volunteers in phone banking best practices and engagement.
- Oversee and implement weekly phone banking sessions.
- Manage phone banking team to ensure goals, deadlines, and performance standards are met.
- Invests in phone bankers' growth and leadership development throughout the program.
- Ensures the entire team assists with volunteer recruitment from within their networks and voter outreach in the community.
- Set up and manage volunteer engagement and facilitate coaching and training of volunteers.

Voter Engagement Education

- Participates in Power Academy training and ongoing weekly training to become familiar with housing and tax equity issues.
- Supports phone bankers in connecting their work to the big picture, including voter engagement and turnout.
- Learns and understands the upcoming election cycles and voter participation.

- Participate in training to learn how to tell your personal story on the phones, at the doors, and to the media to help build a narrative that centers the role of young people in voter turnout.
- Participate in trainings to brainstorm and develop digital content such as memes and TikToks that engage young people online and mobilize them to vote.

Phone Bank and Nonpartisan Campaign Coordination

- Manages daily phone bank operations, which include coordinating setup and clean-up for phone bank sessions, coaching and supporting a team of 5-8 phone bankers, flagging support for tech/internet issues, and evaluating daily phone banking sessions.
- Engage a specific subset of voters through phone banking efforts.
- Maintains professional conversations with voters and peers.
- Phone banking 5 hours per day, four days a week.
- Texting: Engage voters through a texting system.
- Cultivating a positive and resilient working environment.

Canvassing

- Coordinates canvassing logistics, including assigning turf, volunteer training, and coordinating set-up and clean-up for door-to-door canvassing sessions.
- Engage a specific subset of voters through canvassing efforts.
- Maintains professional and persuasive conversations with voters and peers.

General and Other

- Check-in weekly with the Director of Organizing and Advocacy
- Be an active champion of Future Leaders of America by inviting people to join our organization.
- Other duties as assigned

JOB REQUIREMENTS/QUALIFICATIONS

- Experience with leading groups and providing constructive feedback.
- Interest in empowering community members and youth through community organizing.
- Experience resolving conflict and holding team members accountable for showing up and meeting goals.
- Models progressive leadership and nurtures engagement from their team.
- Interest in social justice and social equity.
- Experience implementing training and developing daily agendas.
- Strong communication skills, including over-the-phone communication.
- Strong interpersonal skills and ability to connect with diverse people over the phone.
- Strong work ethic, punctuality, and integrity.
- Ability to work well individually and in a team setting.
- Demonstrated experience working in high-paced, high-pressure environments.
- Dependable, cooperative, and takes initiative.
- Self-motivated, resourceful, and creative.
- Previous phone banking and canvassing experience is preferred but not required.
- Bilingual Spanish and other languages are a plus.

SCHEDULES

Our work schedules vary, primarily according to our programming schedule. You and your supervisor typically plan weekly work schedules up to a week in advance. Because we are a youth services organization, most of our programming occurs after school hours. It is important that you understand and anticipate that your schedules will vary.

AT-WILL EMPLOYMENT

It is important to note that employment with FLA is based on mutual consent, is 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.

REPORTS TO: Daniel Gonzalez, Director of Organizing and Advocacy

STATUS: PART-TIME, NON-EXEMPT, TEMPORARY

COMPENSATION/CONTRACT TERMS: \$25 /HR with 28 hours of work per week, minimum. The contract period will be from **1/15/24 to 3/5/24**. Those interested must be available for training from **1/17/24 - 1/19/24**.

What You Will Gain

- Mobilizing skills and building relationships with BIPOC people throughout the state of California.
- Team management, supervision, and leadership development experience.
- Developing individual phone banking and canvassing skills.
- Be a part of a state-wide network of passionate and solution-driven BIPOC young people.
- Engage community members around housing and tax equity issues that impact them.
- Experience building statewide membership
- Volunteer recruitment and management experience
- Develop a better understanding of civic engagement work and relational organizing.
- Support finding pragmatic solutions that come from the community.
- Media and narrative training
- Experience with systems such as Callevo, PDI, Slack, and Mobilize.

**To apply, please email a cover letter and resume by 1/12/24 to daniel@futureleadersnow.org
Subject: Campaign Team Lead**

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.