



# JOB OPPORTUNITY

## Santa Maria and Santa Barbara (hybrid position) Phone Banker 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 Phone Banker will engage voters through a 5-week nonpartisan phone banking campaign to get out the vote (GOTV), create awareness around housing issues and tax equity, and, in the process, recruit PowerCA Action's members. The person in this role should be strongly self-motivated and highly skilled in conversing over the phone and in person to mobilize BIPOC youth to get involved and take action.

### **RESPONSIBILITIES**

#### ***Voter Engagement Education***

- Attend mandated trainings on phone banking and become familiar with housing and tax equity issues.
- Engage and recruit young voters and youth to get involved in voter mobilization.
- Support with facilitating education presentations and trainings to increase community 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 training to brainstorm and develop digital content such as memes and TikToks that engage young people online and mobilize them to vote.

#### ***Phone/Text Banking and Canvassing***

- Engage a specific subset of voters through phone banking efforts.
- Maintain professional and persuasive conversations with voters and peers.
- Phone banking 5 hours per day and meet daily, weekly, and monthly phone banking quota.
- Engage voters through a texting system.
- Engage a specific subset of voters through door-to-door canvassing sessions.

### ***General and Other***

- Recruit volunteers to assist with voter outreach from within your networks and through voter outreach.
- Be an active champion of Future Leaders of America by inviting people to join our organization
- Other duties as assigned

### **JOB REQUIREMENTS/QUALIFICATIONS**

- Ability to work in a fast-paced work environment.
- Willingness to connect with diverse community groups
- Interest in empowering community members and youth through civic engagement and community organizing.
- Interest in social justice and social equity.
- 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 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:** Voter Engagement Campaign Team Lead

**STATUS:** PART-TIME, NON-EXEMPT, TEMPORARY

**COMPENSATION/CONTRACT TERMS:** \$22 /HR with 22 hours of work per week, minimum. The contract period will be from **1/23/24 to 3/5/24**. Those interested must be available for training from **1/23/2024-1/25/2024**. Those under the age of 18 will need to provide a worker's permit from their school district.

### **What You Will Gain**

- Mobilizing skills and building relationships with BIPOC people throughout the state of California.
- Developing individual phone banking & 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 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 Calveo, PDI, Slack, and Mobilize.

**To apply, please email a cover letter and resume by 1/15/24 to [daniel@futureleadersnow.org](mailto:daniel@futureleadersnow.org)  
Subject: Phone Banker Position**

*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.*