



# JOB OPPORTUNITY

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

## Lompoc Youth Organizer, Full-Time 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

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 in Lompoc to train, develop and empower Latino/a/x youth to mobilize and create a positive change in Lompoc. The Youth Organizer will work with youth on improving social conditions for Latino/a/x community members; especially, the youth organizer will co-lead campaigns to address education and health inequities and immigration issues through youth-led advocacy and media campaigns. The Youth Organizer is responsible for coordinating the development and implementation of organizing projects in the aforementioned areas. The Youth Organizer will support the ongoing leadership development of youth leaders. The Youth Organizer will also work to engage community members, FLA youth, and parents to respond to and improve social conditions. The Youth organizer's responsibilities include:

#### 1. Youth Organizer

- Establish an FLA youth-led coalition, Future Leaders of America Master Achievers (FLAMA), including identifying, recruiting, training, and appointing a Youth Council (5-7 youth members) to lead the larger youth coalition.
- Develop and strengthen the leadership abilities of the FLAMA and its youth council by conducting biweekly meetings.
- The Youth Organizer will build strong working relationships with all FLAMA members and the 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 and groups.
- Advise and train the FLAMA youth and its council on advocacy and strategic planning for local campaigns on health disparities among the Latino/a/x community. The Youth Organizer will work closely with the Director of Organizing and Advocacy to implement strategies and campaigns.
- Develop and maintain collaborations with local, regional, state, and national partner organizations.

#### 2. Program Outreach

- 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 Conferences, University Seminars, Family Leadership Conference, Facilitator Trainings, and supplemental activities.
- Track student participation through an internal database; collect evaluations from all students.

- Provide logistical support to FLA youth-led events through meeting logistics, preparation, and facilitation.

### **3. 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 two 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 Youth 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 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
- Bilingual (English and Spanish/Mixteco) is preferred
- 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 and travel throughout the region, state, and nation.

### **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 are representative of 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 are expected to participate in fundraising events, including Latinx Legacy Awards, Alumni Reencuentro, house parties, Santa to the Sea, and El Reencuentro. Staff should also have a valid driver's license with insurance and dependable access to a car to drive for work. Background check and full COVID-19 vaccination is required before employment.

**REPORTS TO:** Santa Maria Senior Organizer

**STATUS:** Full-Time, NON-EXEMPT

**HOURLY WAGE:** \$23.00/HR

FLA offers a benefits package for our full-time employees, including:

- 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
- 12 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 [jobs@futureleadersnow.org](mailto:jobs@futureleadersnow.org) Subject: Lompoc Youth Organizer.

*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.*