



Statewide Organizer

ABOUT HOUSING CALIFORNIA

Since 1988, Housing California has worked to create a California with homes, health, and prosperity for all in thriving, sustainable communities. We bring together a diverse, cross-sector network to prevent and end homelessness, increase the supply of safe, stable, affordable homes, and reverse the legacy of systemic racial and economic inequities by building power among the people most impacted by housing injustice, shaping the narrative, and advocating for the passage of transformative statewide policy solutions. Learn more about our strategy [here](#). Additional information on Housing California is available on our website: housingca.org

About Residents United Network (RUN): Launched in 2014 by Housing California, RUN organizes affordable housing resident leaders historically excluded from decision making processes. We unite these leaders with nonprofit housing developers and service providers to create a powerful and influential force for housing justice in California's state capitol. Learn more about RUN [here](#).

Housing California seeks candidates to fill our Statewide Organizer position. Successful candidates will have the proven ability to build power with diverse communities and collaboratively advance transformative statewide policy.

POSITION SUMMARY

The Statewide Organizer will help advance Housing California's mission and vision by growing and strengthening the RUN network and increasing RUN leaders' impact on state-level homelessness and affordable housing policies. The Statewide Organizer will report directly to the Power Building Director and will serve as a thought partner and a collaborative member of the Power Building Team.

WHAT YOU WILL DO

Under the guidance of Housing California's Power Building Director, the Statewide Organizer will:

Leadership Development, Base Building, & Organizing

- Grow RUN's influence by expanding its membership and deepening engagement of resident leaders, affordable housing developers, and other partners through traditional and digital organizing.
- Develop the leadership capacity and impact of affordable housing residents, service providers, and regional advocacy organizations throughout the state through training, mentorship, coaching and convening.



- Work with internal and external experts to support RUN's power building and leadership development activities.
- Develop, refine, and strengthen RUN governance and decision-making processes and support coordination, alignment, and integration with other parts of Housing California's work.
- Manage, plan, and co-facilitate RUN meetings and working groups in partnership with RUN leaders.
- Coordinate and initiate regular on-going 1 on 1 assessments of individual RUN leader's strengths, needs, and interests.
- Help plan and coordinate RUN's Annual Summit, regional convenings, Housing California's Advocacy Day, and other statewide actions.
- Provide coaching and support for Regional Organizers (ROCs).

Policy Advancement & Coordination

- Work in close partnership with Housing CA's policy team to advance RUN's legislative, budgetary, and electoral strategy, including developing legislative priorities with residents, monitoring priority bills, researching key legislators, and pro-actively coordinating with the policy team on priority bills and relevant activities taking place in the Legislature.
- Develop the capacity of RUN leaders to engage in legislative and electoral advocacy and participate in Housing California's Policy Committee as well as other committees, coalitions, and campaigns. This may include preparing and planning in-district visits, supporting regional organizers to prepare RUN leaders for visits, and holding policy briefings and trainings for RUN leaders.
- Build and sustain relationships with nonprofit affordable housing developers, power building organizations, and other housing advocates working in our space to shape opportunities for alignment.
- Represent Housing California/RUN in coalition spaces, as needed.

Strategic Communications & Narrative Change

- Contribute to regular RUN communications, including the RUN newsletter, to create a shared narrative that inspires, energizes, and connects resident leaders, affordable housing developers, service providers, and regional advocacy partners locally, regionally, and statewide to lift up local stories, highlight RUN's successes, and advance a shared policy agenda.
- Support the Power Building Director and Housing California's communications team to develop a cadre of RUN spokespeople and advance resident stories through earned media, op-eds, press events, social media, and other communication strategies.
- When needed, represent Housing California on power building, organizing, and community engagement issues at public events.

Other Organizational Responsibilities

- Assist with other organizational responsibilities that further the strategic goals of the organization.



WHO YOU ARE

- You have a demonstrated commitment to racial, gender, disability, economic, and housing justice in California.
- You have a minimum of 3 years of relevant organizing experience, preferably in California, working with historically marginalized communities, especially in immigrant, Black, indigenous, Latinx, Low-income, LGBTQIA+, and/or among disability and other communities facing housing instability (including the unhoused).
- You have professional experience in a field that intersects with racial justice work (e.g., health equity, criminal justice reform, education, labor, community organizing, disability justice, food insecurity, climate justice).
- You have a demonstrated track record of organizing, leading, and/or advancing successful local, state, or federal campaigns.
- You have experience developing, working with, or leading cross-sector coalitions, networks, or similar infrastructures.
- You are a strategic and creative thinker who is able to keep hold of a big picture vision while also managing to execute on the day-to-day details with minimal guidance and using strong project management skills.
- You have a track record of collaborating with others across lines of difference to build shared goals and developing and maintaining strong working relationships that produce justice-oriented outcomes.
- You are a highly capable facilitator with a proven track record of moving groups to share, learn, engage in deep listening, struggle through difficult conversations, and make decisions collectively leading to strategic action and campaign victory.
- You have a proven ability to communicate (written and verbally) persuasively with clarity and brevity with a variety of audiences, including policymakers, media, community-based organizations, people who live in affordable homes or are currently unhoused, cross-sector practitioners, advocates, and funders.
- You are tenacious and committed to moving change through ambiguity and challenges.
- You have a demonstrated commitment to meeting a high bar and a history of getting things done, even in a fast-paced work environment or in the face of obstacles or multiple competing demands.
- You are willing and able to travel and attend evening obligations.

Additional experience that would be welcomed, but is not required:

- Lived experience with housing instability or homelessness.
- Experience with public policy analysis and advocacy.
- Bilingual Spanish/English.
- Experience using online advocacy, data tracking, and project management tools.

Our ideal candidate may have experience that doesn't directly match the qualifications above, we encourage people with equivalent experience to apply.



COMPENSATION, BENEFITS, AND LOCATION

This is a full time position that reports to the Power Building Director. The salary range is between \$70,000 - \$90,000, depending on experience.

Benefits package includes fully paid medical, dental, and vision for employee and 25% paid medical, dental and vision for dependents, paid parental leave, long-term disability and group life insurance coverage; commuting subsidy; cell phone subsidy; stipend for at home internet connection; 403(b) retirement plan with 3.5% employer contribution; generous vacation (3+ weeks, depending on tenure), sick leave (8 hours per month + employees start with 8 hours of leave), 12 paid holidays; our annual week-long organization-wide closure during the last week of December and a shortened workweek during the summer legislative break; training and professional development opportunities; and a hybrid work environment.

Employees must live in California. The Statewide Organizer may work remotely (within 30 minutes of major airport) or from our office in Sacramento, but is expected to participate in regular travel (mostly in California) of an estimated 25% including the following engagements: monthly staff meeting in Sacramento; twice yearly Board of Directors meetings; annual 2-3 day staff retreat; annual 3-day Housing California conference; annual 3-day statewide RUN summit; regular regional RUN convenings and member meetings; Advocacy Day and other policy-related activities that occur throughout the year in Sacramento; 1-2 out of state trainings and/or convenings; plus various conferences or in-person partner meetings, based on need and interest.

OUR CULTURE

Housing California is committed to creating a just, equitable, diverse, and inclusive workplace that fosters a culture of belonging, ongoing learning and collaboration, and supports, stabilizes, and incentivizes people to join the Housing California team and stay for the long game.

We value having staff who come from communities that are most impacted by the issues we address. We especially encourage Black, Latinx, Indigenous, and people of color; people from families that have immigrated to the U.S.; people who have been unhoused or experienced housing instability; women; LGBTQIA+ people; system-impacted people; and people with disabilities to apply for these positions.

We aim for our work to be both effective and sustainable; we balance required travel during some parts of the year and the fast-paced legislative calendar with a commitment to our team's mental and physical health.

HOW TO APPLY & HIRING PROCESS

To apply, visit: <https://housingcalifornia.bamboohr.com/careers/34>

We will accept applications until the position is filled. The interview process may include two



to three rounds of interviews. If you have questions regarding your qualifications for this position, compensation or benefits, our process or internal timeline for hiring, or suggestions for how to improve this announcement or the opportunity itself, please email Jenny Welch (jwelch@housingca.org).

Location: Remote

Employment Type: Full-Time

Compensation: \$70,000 - \$90,000