



## Full Time Community Organizer

### Position Summary

We're seeking an amazing Community Organizer whose number one focus is to forge, build, and deepen relationships with Fresno families and community members concerned about the quality of education in Fresno public schools. This Community Organizer will work to facilitate and support community one-on-ones and group meetings, and represent GO Fresno at community events. S/he will also take lead on logistical support for our Family Leader programming. This team member will report to our Executive Director and work closely with the Manager of Family Leadership as a member of the GO Public Schools Fresno team.

### Responsibilities

#### Community Outreach & Organizing

- Build a network of engaged stakeholders – identify and connect with local parents, community members and educators to better understand school experiences, and identify opportunities and needs impacting student achievement with a focus on underrepresented communities.
- Identify and recruit potential family leaders by conducting a minimum of 10 one-to-one meetings each week with FUSD families.
- Conduct school site visits on a weekly basis and build relationships with FUSD parents, school leaders, and key school staff with the support of the Manager of Family Leadership.
- Recruit and mobilize Fresno families to become involved in GO Fresno's Family Leadership Network, and campaigns.
- Participate in and host community engagements – attend education-related events and meetings initiated by FUSD schools and community partners; maintain strong working relationships with community leaders under the supervision of the Executive Director.

#### Campaign Support

- Convene and facilitate organizing gatherings, including training meetings, house meetings, and small group discussions related to GO Fresno's mission and campaigns.
- Support GO Fresno campaign events, and participate in campaign planning with GO Fresno team and network leaders.
- Assist with turnout efforts and operations support (as needed) for all GO Fresno events, actions and meetings.

#### Leadership Development

- Identify and recruit FUSD families to participate in GO Fresno's Family Leadership Program (FLP), and assist with screening of applicants as well as onboarding efforts.
- Help plan and facilitate Family Leaders Programming and ensure smooth logistics for weekly meetings (e.g. prep, copies, set-up, take down).

- Build strong relationships with FUSD families with a focus on their individual growth as advocates for high quality public education for all Fresnoans; cultivate leaders focused on system-level change, rather than solely focused on their individual child or school.
- Support the Manager of Family Leadership in strengthening the Family Leadership Action Group (FLAG).

### Logistical support

- Lead logistics for community event and leadership programming (i.e. registration, volunteers, set-up, follow-up, etc.).
- Maintain accurate records – document all outreach efforts to track progress to goals (e.g. number of followers / new contacts, community and engagement actions, etc.) including data entry into Salesforce on a weekly basis.
- Operations support, as needed.

### Candidate Profile

The ideal candidate for this role will have the following characteristics:

- **Relationship builder & Influencer** – Success in this role requires building and managing relationships across many different neighborhoods and contexts, then motivating others to take action in support of shared goals. This person is skilled at forming meaningful, interpersonal relationships by building trust and being a curious, empathetic listener who consistently demonstrates respect for others.
- **Compelling Storyteller** – This leader excels at speaking to small groups to support our community priorities and to tell the story of the people, role, and impact of GO. This includes representing GO at school and community events.
- **Culturally Competent** – This person works as a change agent who can articulate their thoughts about race, class, and privilege in a culturally sensitive and respectful manner. This leader also works effectively with multicultural groups in agencies, organizational settings, schools, and communities helping to challenge and dismantle structural and institutional oppression.
- **Personal Organization** – This role requires exceptional personal organization skills that enable you to be nimble between projects and workstreams, 100% follow through, and attention to detail.
- **Team Player** – This leader excels in a small team environment that requires team members to wear many hats and support each other's work (e.g., have "all hands on deck" for a particular project or event).

In addition, the most desirable candidates will have the following characteristics:

- Experience in outreach and community organizing
- Strong connection to Fresno or the Central Valley
- Associates or bachelor's degree in a related field of study

### Application Requirements

Send a resume and cover letter addressed to Michael Espinoza at [mespinoza@gopublicschools.org](mailto:mespinoza@gopublicschools.org). Application materials must be submitted as attached documents and saved in the filename format LastName\_FirstName\_Resume.pdf or .doc with no spaces in the filename (use ONLY underscores in place of spaces).

### Benefits and Salary

The salary range for this role is \$33,413-\$50,119. In addition, a comprehensive benefits package is

offered, including:

#### Healthcare

- Healthcare (medical, dental, and vision) provided at 100% for employees and 75% for dependents
- Healthcare plan options - choose between Anthem PPO, Sutter HMO, or Kaiser HMO
- Flexible Spending Account (FSA) and Dependent Care Account (DCA)

#### Time Off

- 2 weeks of observed holidays annually
- 2 - 3 weeks of paid time off (grows with years of experience at GO)
- 2 additional weeks of time off during the winter break
- 40% pay for all new parents to match and supplement State of California Paid Family Leave and/or Disability benefits

#### Other Benefits

- SIMPLE IRA retirement plan with up to 3% annual salary match
- Paid life and long-term-disability policy
- Up to \$75/month in cell phone reimbursement
- Paid professional development opportunities
- Support for new parents that are required to travel with partial reimbursement for accompanying caregiver travel expense or reimbursement for nursing mothers to ship breast milk home.

### **Anti-Discrimination Policy and Commitment to Diversity**

GO Public Schools seeks individuals of all backgrounds without regard to race, color, ancestry, national origin, sex, sexual orientation, gender identity or expression, religion, age, pregnancy, disability, marital status, genetics, or any other factor that the law protects from employment discrimination to apply for this position. We are committed to ensuring diversity within our organization and network, as we want to engage all those who can contribute to this effort.

### **About GO Public Schools Fresno**

By winning advocacy campaigns that promote equitable education systems and transformational public schools, GO Fresno's network is working toward a day when every student has access to an excellent public school. Alongside policy advocacy, GO Public Schools Advocates Fresno supports the GO network to elevate the work of the school board, elect school board leaders committed to advocating for all students (through an independent 501(c)(4) nonprofit organization), and to pass measures to provide needed services and funds to schools.

The GO Fresno network is supported through two separate entities, GO Public Schools and GO Public Schools Advocates, which have independent boards of directors. GO Public Schools Advocates is a 501(c)(4) nonprofit organization, and GO Advocates' membership dues fund its lobbying, ballot measure, and partisan elections work. Donations to GO Public Schools Advocates 501(c)(4) are not tax-deductible. GO Public Schools is a 501(c)(3) nonprofit organization. GO's 501(c)(3) funds support policy advocacy, leadership development, and public information efforts. Donations to GO Public Schools 501(c)(3) are tax-deductible. GO Public Schools and GO Public Schools Advocates have share office space and staff. The person filling this position will be an employee of GO Public Schools 501(c)(3).