Job Opening
Community Organizer

Are you driven to create racial and economic justice? Are you smart, creative and adept at building relationships? Located in Concord, CA with a satellite office in Antioch, CA, Monument Impact (MI) seeks a full-time, bilingual (Spanish/English) Community Organizer to drive campaigns that engage Monument residents in some of the most urgent issues of our times.

This position will engage the community by developing their leadership to build community power and advocate for equitable policies and programs that improve the well-being of our low-income residents. This position is focused on housing justice, immigrant rights, transportation justice, and intersecting issues facing predominantly low-income immigrant community members in Contra Costa County.

About Monument Impact
Since 2001, Monument Impact has worked with the Monument community of Concord to address immigrants’ barriers to economic advancement. Our mission is to ensure that immigrants, refugees and low-income residents in Concord and surrounding communities have the voice, tools and relationships for an equitable share of the social and economic wealth in our region. To meet our mission, we integrate our direct services in workforce development, healthy community, immigration services, and more with community engagement and organizing.

About the Position
The Community Organizer will work collaboratively with Monument Impact’s organizing team, members, and member-leaders to implement our organizing, mobilization, and civic and community engagement work in Concord. Currently, we are working on immigrant rights and housing justice with an overarching goal to build a more inclusive, equitable Concord. This position holds primary responsibility for developing, supporting, and mobilizing a community leaders group. The Organizer reports to the Community Organizing Manager and works in close partnership with two other staff organizers.

Job Responsibilities
• Coordinate grassroots community organizing, power building, and advocacy efforts focused on intersecting issues in housing and immigrant justice.
• Conduct outreach to recruit members, meet with people one on one weekly, and support the leadership development and the deepening political consciousness of member-leaders. Develop individual and organizational relationships with community members that increases and energizes our work.
• Work closely with members to plan and execute campaigns around community-identified needs. Identify targets, plan tactics, and mobilize members to win.
• Help coordinate and staff bi-monthly tenants’ legal clinics with key partners.
• Build independent political power. Together with our coalitions and allies, craft policy, identify local elected leaders, and create a strategy to move the needle on inequity.
• Organize focus groups and listening sessions, community meetings, training, actions, and events.
• Research, document, and consolidate information on policy, best practices, and community needs. Track progress of activities and outcomes.
• Provide support on social media content as related to organizing.
• Be inclusive. Recognize and appreciate different ways of working and being.
• Model our values and culture. Model optimism and initiative inside and outside the organization, and reinforce our core values and culture. Model transparent and accountable decision-making.

Experience
The ideal candidate should have the following experience and qualifications:
• Bachelor degree or equivalent experience
• Commitment to racial, gender and economic justice and their intersections and bottom-up social change
• A minimum of 3 years experience working with community, labor, or electoral organizations where you had success in base building and developing and winning campaigns
• Excellent facilitation and training skills
• Bilingual (English/Spanish) with strong competency in written and verbal communication
• Strong organizational and project management skills
• Demonstrated ability to track program and campaign outcomes and data
• Strong communication and conflict resolution skills
• Proven success working in communities of color and ability to build strong working relationships with diverse groups of stakeholders, including young people
• Must be self-motivated, able to work independently, take initiative, and participate productively in team projects and efforts.
• Computer proficiency in Outlook, Word, Excel, PowerPoint, and Google Drive; experience with Salesforce or another database program is a plus
• Collectively oriented and minded, open to growth and feedback
• Arts and culture-based organizing experience a plus
• Having a car is a plus

Salary and Benefits
Salary range is $48,000 -$52,000, commensurate with experience. Our benefits package includes medical, dental and vision insurance; life insurance; and paid holidays and vacation. All employment at Monument Impact is ‘at-will’ and dependent on funding.

Application Process and Deadline
Qualified applicants should submit a resume and cover letter detailing your interest and how your qualifications match this position to tony@monumentimpact.org with the Subject Line: Community Organizer. Rolling interviews, position open until filled.

Monument Impact is an Equal Opportunity Employer; women, people of color and LGBTQ people are strongly encouraged to apply.