Senior Organizer Job Opportunity

ABOUT THE ORGANIZATION

For the past decade, Working Washington has stood with workers fighting for living wages and dignity at work. Along with our partner organization Working Washington Rights Center, we have won a number of successful campaigns against corporate control and to build an economy that puts workers first. In the past year we have organized to win a statewide Domestic Worker Bill of Rights, successfully challenged the constitutionality of exemptions in our state's minimum wage laws, and championed the creation of a new Attorney General unit dedicated to workers' rights. Our organizing team plays a critical role in advancing our mission by building our worker base statewide and investing in workers who become powerful leaders driving our campaigns.

ABOUT THE ROLE

Real change comes from organized people. The Senior Organizer plays an important role in scaling our basebuilding, shaping campaign strategy, and building our organization's capacity to advance worker power across Washington. They will work closely with the Organizing Director and in partnership with other departments to develop effective strategies to build workers' leadership across every part of our organization. The Senior Organizer ensures that workers develop into confident leaders who can organize other workers, identify issues, and take collective action to win the changes they want. This role strengthens our organizing infrastructure, supporting worker committees to be more self-sustaining and making sure our leadership pipeline is strong. This position will report to the Organizing Director and is a member of our staff union.

KEY RESPONSIBILITIES

Basebuilding & Leadership Development

- Lead statewide efforts to grow the base of Working Washington. Recruit and develop workers across the state who join and lead the organization's workplace, corporate, and legislative campaigns.
- Project and track ongoing individual member engagement, including regular leadership assessments and opportunities to deepen workers' connection to Working Washington through trainings, mobilization, and current campaigns.

- Develop and facilitate leadership development plans for the membership of Working Washington and support members to step into leadership roles. Provide mentorship to build workers' confidence and skills to lead in worker engagement spaces like organizing committees, member to member trainings, and at large community meetings.
- Independently design and facilitate popular curricula that advance workers' political education and leadership.

Campaign Strategy & Execution

- Independently lead campaigns that build worker power. Create campaign plans, establish member-led organizing committees and identify opportunities to expand successful organizing efforts into broader campaigns.
- Facilitate collective spaces where workers can integrate campaign strategy, political education, and direct action sense making to advance organizing campaigns.
- Cultivate members and cross-department relationships to ensure every member is actively connected to the broader organization.

Additional Responsibilities

- Maintain relationships with allied organizations, including work on long term collaborative strategic projects. Represent the organization in coalition spaces.
- Collaborate across the organization to develop tools that advance our goals, including educational content for external media, legal field resources, and fundraising materials.
- Other related duties as needed and assigned.

REQUIRED QUALIFICATIONS

- At least 3 years of experience in labor organizing and/or community organizing.
- Strong understanding and track record of organizing fundamentals, including leader identification, committee-building, campaign planning, escalation, inoculation and experience coaching others to become effective organizers
- Experience designing and facilitating trainings and leadership development programs, including remotely.
- Experience with basic digital tools for organizing (CRMs, peer-to-peer texting and phonebanking platforms, Zoom, etc.)
- Strong relationship building and communication skills.

- Demonstrated ability to think strategically and adjust plans as needed to achieve goals.
- Ability to travel across Washington regularly and to work nights and weekends as needed.
- Fluency in English and Spanish.

PREFERRED QUALIFICATIONS

- Prior organizing with a focus on economic justice issues and/or developing worker leaders.
- Experience building organizing programs in distributed or hybrid environments
- Prior experience effectively working with a team in a hybrid workplace.

OTHER INFORMATION

- **Salary & Benefits:** Salaries are set by the union pay scale, with anticipated starting pay between $75,455 – $86,655, commensurate with experience. We are a hybrid workplace and expect this role will have a combination of in-person work in our Seattle or Yakima office and in community, and work that can be performed remotely. It will require evening and weekend work and travel throughout the state. The position comes with robust benefits, including family medical, dental, and vision care, 5% employer 401k contribution, substantial holidays, vacation and sick leave, and an ORCA card for employees in the Puget Sound area.

- **How to Apply:** Interested applicants should submit a cover letter and resume to CJ Garcia at cgarcia@workingwa.org, with the applicant's last name and "Senior Organizer" in the subject line. In your cover letter, let us know why you're interested in this role and which skills you believe will make you successful in it. Applications will be reviewed on a rolling basis, and we will accept applications until the position is filled.

- **Commitment to Equity:** Working Washington is an Equal Opportunity Employer. We strongly encourage people from communities most negatively affected by historical and ongoing inequity to apply, such as: people of color, immigrants, women, lesbian, gay, bisexual, queer, trans, and gender non-conforming people, and people with disabilities. We seek candidates whose lived experiences reflect the lived experiences of the workers we support. If you need disability, language or other accommodation in the application process, please contact Zhi Chen at zhi@workingwa.org.