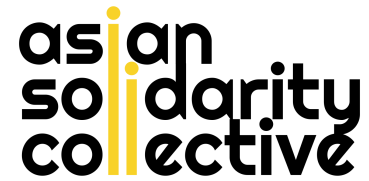


Position Announcement and Job Description

Community Organizer, Base-Building



Asian Solidarity Collective (ASC) is a grassroots movement and power-building organization in San Diego activating Asian American communities and moving them into action to create profound radical, sustainable and fundamental change in the world through organizing, community care and personal ecology. ASC's work includes civic engagement & policy, political education, transformative leadership development, community building, and collective action.

Asian Solidarity Collective (ASC)'s mission is to activate Asian American social justice consciousness, condemn anti-Blackness, and build Asian solidarity intersectionally with Black, Brown and Indigenous folks, people with disabilities, queer and trans people of color, and all oppressed communities.

We are currently hiring a temporary part-time Base Building Organizer to advance ASC's mission and implement ASC's community organizing priorities. Under the supervision of ASC's Associate Director, the Community Organizer-Base Building will be responsible for growing the base by recruiting and cultivating organizers and transformative leaders into ASC's membership to build power, and take collective action. This is a base building position, and applications should be prepared to spend a majority of their time recruiting, maintaining and developing transformative leaders.

Position Location: San Diego, CA

Reports to: Associate Director

Job Responsibilities may include but are not limited to the following:

- Working with the Executive Director and Associate Director to develop and execute a plan to recruit members using a variety of tactics and strategies.
- Tracking member leads and member engagement.
- Developing the skills of emerging transformative leaders.
- Working with members to identify issues in order to develop campaigns and campaign strategies.
- Leading members to take direct action and attain campaign victories.
- Organize and support ASC's campaigns and programs.
- Build ASC's membership through street outreach, door-knocking, relationship mapping with existing members, etc.
- Conduct regular 1-1s and propositions to base contacts to become members of ASC towards building power.
- Identify, develop, and proposition community members and active members to become transformative leaders and join an ASC committee.
- Support ASC's Lead Organizer and Associate Director in the process of campaign identification and strategy development.

- Actively participate in all staff strategy planning, political development, and evaluation of activities
- Support Staff and Programming in ASC organizational priorities including but not limited to: ASC's civic engagement initiatives and programs (including census, voter registration, phone banking, canvassing, voter education, and Get Out the Vote (GOTV) initiatives in San Diego), ASC's Committees programs and events, ASC's events and more.
- Maintain an organizing database to track community members, potential organizers, supporters, volunteers, and events, and use data to identify strategic ways to engage supporters.
- Create educational outreach material, toolkits, fact sheets and more on ASC's campaigns and advocacy priorities.
- Create presentations and facilitate meetings, discussions and workshops
- Outreach at various youth programs, festivals, college campuses, and do door-to-door outreach in various communities throughout San Diego County, and more specifically within Southeast and South Bay San Diego.
- Cultivate key relationships and partnerships with community leaders and community-based organizations in ASC's network
- Convene and/or represent Asian Solidarity Collective in coalitions and meetings with community members and stakeholder as needed.
- Support ASC's Lead Organizer in organizing and/or supporting direct actions in San Diego.
- Lead an effective Asian Solidarity Collective campaign
- Advise and Lead an Asian Solidarity Collective committee
- Represent ASC's strategy and values in all internal and external activities
- As time permits, work on projects related to policy.
- Follow ASC's procedures, policies and work practices
- Assist in administrative and operational duties.
- Additional projects, duties and tasks as assigned.

Required Skills and Qualifications

- Minimum of three to five years of community organizing experience and/or demonstrated interest in activism and support for community members.
- Minimum two year experience with base building organizing and leadership development
- Two years experience in other base building, organizing and/or movement organizations
- Two years experience working with an organization serving working class communities of color, especially in San Diego and/or advocacy for own lived experience
- Two years experience working with youth and/or seniors from diverse backgrounds and cultures.
- Two years experience with youth programs including leadership development and after-school programs.
- Demonstrated interest in not-for-profit, or grassroots community organizing
- Experience with developing and implementing political education and leadership development plans and curriculum
- Experience and/or interest in operating in and/or organizing Asian communities.

- Experience and/or interest in base-building and ability to turn-out to public hearings, program events at the local and state level.
- Strong facilitation and public speaking skills.
- Ability to frame issues and fights as well as articulate organizational values, strategy, and priorities to diverse audiences.
- Willingness to work additional hours including volunteer hours to meet organizing initiatives
- Strong ability to develop work plans, manage budgets, set deadlines, oversee multiple projects and duties simultaneously, and prioritize assignments
- Excellent, well-developed verbal and writing skills are essential
- Ideal applicants will be efficient, results-oriented with high energy and exhibit an exceptional ability to work with others
- A valid drivers license and reliable transportation is required
- Must have access to quality wi-fi at home for occasional remote working.
- Knowledge and experience working with and/or willingness to learn MS Office and Google programs
- Ability and willingness to work flexible hours, including evenings and some weekends

Preferred Qualifications

- Strong commitment to ASC's mission and core values
- Experience or familiarity and willingness to work with Asian American folks, communities of color, im/migrant communities, youth, students, and/or people whose first or only language is other than English; especially in San Diego.
- Ability to work collaboratively with ASC and externally with disabled, multi-ethnic, multi-racial, LGBTQ2IA+ communities,
- Bilingual and bi-literate in English and any of the following languages: Burmese, Chinese, Hindi, Khmer, Korean, Laotian, Tagalog, Vietnamese, and/or additional languages is a plus.
- Understand and willingness to carry out solidarity and community care practices, social justice, lead with intersectional feminist approaches and a praxis of centering people with lived experiences.
- Experience in planning grassroots and policy campaigns & advocacy at the local and state level through legislation, changes in government policy and ballot measures is a plus.
- Understanding and willingness to work within the non-profit and civic engagement sector while maintaining left-edge organizing values.
- Strong and demonstrated commitment to social, racial, and economic justice issues
- Capacity to motivate, agitate, laugh with, capture, and move groups of people toward a common dream
- Ability to accept and provide critical feedback
- Ability to challenge others and a willingness to be challenged
- Ability to build consensus and effectively manage conflict
- Self-Starter and ability to perform under pressure in a fast-paced flexible environment and meet deadlines
- Flexible and ability to adapt to learning new ideas and concepts, responding to changes and last minute requests from partners or policy makers

- Ability to work independently, think creatively, and prioritize multiple projects
- Experience with social media platforms.
- Excellent listening, oral, and written communication skills
- Willingness to be a part of an ongoing learning culture.
- Knowledge and/or willingness to practice restorative practices, transformative justice, and abolition approaches.
- Willing to follow ASC's Covid-19 Safety requests such as wear masks, be fully vaccinated, keep physical distance and work remotely when needed.

Physical Requirements:

- Able to occasionally stand for long periods of time.
- Able to occasionally walk short, medium and long distances.
- Able to occasionally sit at a desk for many hours at a time.
- Able to occasionally do phone or computer work for blocks of time.
- Able to occasionally communicate verbally.
- Able to occasionally lift and move paperwork and files, up to 20 pounds.
- Able to occasionally maneuver in various sites and public venues.
- Able to occasionally work within extreme weather conditions
- Able to occasionally travel long distances by car, train and/or plane.
- While performing the duties of this job, the employee is regularly required to use hands to move objects/operate keyboards, reach with hands and arms, speak and hear.
- Reliable transportation for local travel required.

Compensation

This is a temporary part-time position at \$22 an hour at 25 hours a week.

Duration

The position is open until filled. Position is temporary for one year.. If additional funding is acquired, this position could lead to a full-time position with the organization.

To Apply

Interested applicants are invited to email a cover letter explaining your interest and fit for the position, resume, and three references to info@asiansolidaritycollective.org. The deadline to apply is 5:00 pm on March 1, 2023.

The Asian Solidarity Collective is an equal opportunity and affirmative action employer. We especially encourage women, people of color, persons with disabilities, and LGBTQ2IA+ folks to apply.