



Job Description: Community Food Justice Organizer

Application open until filled; priority review starts December 1

About You

You have a deep commitment to eliminate hunger in Oregon and a passion for social, racial, and economic justice. You believe organizing communities most impacted by hunger is the best way to equitably increase community members' access to food. You trust that communities know what they need to thrive.

You bring experience and expertise to help vision, design and implement Hunger-Free Oregon's community organizing, mobilizing, and leadership development programs. You are a skilled facilitator: You can hold a room, read a room, and you can also run a process. You move skillfully from organizing in person to organizing online. You relish working collaboratively and collectively, building consensus and building power.

About The Position

The Community Food Justice Organizer position builds grassroots power to equitably increase access to food in Oregon. This position will work alongside a Community Food Justice Co-Organizer to share workload, complement each other's areas of experience and expertise, and focus on individual portfolios and priorities.

The focus of this position will be to collaboratively design and implement Hunger-Free Oregon's community organizing, mobilizing, and leadership development programs. The position's portfolio of work includes: building power and mobilizing people for our new immigrant food access issue campaign; increasing child and family food security through organizing and advocacy on federal child nutrition programs; and supporting community members in developing their skills and leadership through the [SNAP Client Advisory Board](#).

Responsibilities by area:

1. Community Organizing (40%)

- a. Design and implement community organizing, leadership development and mobilizing strategies, goals and objectives for two of Hunger-Free Oregon's issue campaigns that focus on immigrant and refugee food access; and child and family food security.
- b. Use organizing tools (canvassing, phonebanking, one-to-ones, etc.) to engage Oregonians in our work, develop relationships with them, and support their leadership development.
- c. Build and maintain relationships with local, statewide, and national partners to support campaigns and shift balance of power among local decision makers.
- d. Participate in coalitions that align with our strategic plan and vision for community food justice.
- e. Identify, recruit, train, and move activists into regular action and positions of leadership throughout our campaigns.

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- f. Develop and meet goals for each of these responsibilities, manage and meet a variety of goals throughout the seasons of the work, and update organizational database systems with member and event information as a way to ensure and track successful completion of goals.
2. Leadership Development (30%)
 - a. Co-facilitate and support the SNAP Client Advisory Board (CAB) with the other Community Food Justice Organizer.
 - b. Invest in and develop CAB leaders through intentional leadership development.
 - c. Plan and lead effective meetings and trainings to build community, develop leadership, and move work forward.
 3. Federal Nutrition Program Outreach and Access (15%)
 - a. Keep current on federal nutrition programs and state and federal policies, especially child and family food security and immigrant communities' access to food.
 - b. Support the development of educational and outreach materials and ensure that communities are informed of upcoming policy changes or advocacy actions.
 - c. Work with community organizations and families to document barriers to accessing food and strategize solutions to address barriers.
 4. General Team Support (15%)
 - a. Participate as a staff member in democratic functioning of the organization including but not limited to: collaborative budgeting; administrative tasks such as taking minutes or scheduling meetings; providing support in grant writing and reporting; writing and leading formation of internal proposals; supporting strategic planning; and evaluating and voting on decisions that impact all staff.

Organizational Restructuring

Hunger-Free Oregon is actively redesigning our internal structure as part of a multi-year commitment to rooting out and transforming the white supremacist patterning that is prevalent in both the nonprofit industrial complex and within this organization. The restructuring process began at the urging of past and current staff and board members of color who have been harmed by our organizational structure and culture.

Below are some of the changes that we have already instituted or are currently in process:

- Leadership Structure: We are implementing a new organizational structure of overlapping hierarchies and accountabilities where no one person holds all the power. In the next year, while we have an interim executive director, we will be working to determine what our leadership structure will be.
- Culture: We hold monthly "call-in" meetings to practice a culture of accountability and care, as well as establishing and following a cultural accountability policy.
- Democratic decision-making: We have been practicing consensus-based, democratic decision making for nearly two years.
- Compensation: We have passed and implemented a transparent and equitable compensation policy that is in alignment with our values.

We are seeking a team member who will be committed to engaging in this work in the spirit of collectivism, and who can be flexible as we evolve together.

Benefits and Schedule:

- Full-time, exempt, with work schedule flexibility. PHFO is experimenting with and exploring moving to a 32hr work week in the future.
- \$56,000-63,000 /yr. (DOE) (bi-weekly pay periods), annual opportunity for cost of living adjustment and merit-based pay increases. Salary offer will be confirmed by an equity assessment.
- Generous benefits including health, dental, and vision insurance; up to 3% matched retirement (IRA); 12 weeks paid family/medical leave; health & dependent care flexible spending account availability; Professional Development fund. Paid time off includes 3 weeks of vacation with annual increase; 2 weeks of sick time; 12+ holidays; Office closes one week in the winter and one week in the summer for all-staff breaks.

Preferred Experience

The successful candidate will bring a strong equity lens to this work along with a deep commitment to, and passion for, social and food justice. This candidate will have:

- A concrete experience of having built and maintained a robust base, developed their leadership, and mobilized them in a campaign that had an impact, whether through community organizing, electoral politics, issue advocacy, or by being active in your community.
- The ability to navigate relationships and advocate for changes using an equity lens that centers those with lived experience of hunger and poverty.
- Personal lived-experience of systemic hunger and poverty and/or its root causes (such as racism, anti-Blackness, xenophobia, transphobia, Islamophobia, sexism, heterosexism, cis-sexism, ableism, ageism, anti-fatness, ethnocentrism, and/or classism or other systems of oppression).
- Proficiency in social media and digital organizing is highly desirable for this position, as well as in Google Apps, Voter Activation Network (VAN), and Zoom.
- Being bilingual and/or multilingual and experience working or living with immigrant or refugee communities is required.
- Relationship building is essential for this position. Ability to prioritize follow-through and trust building with stakeholders and grassroots partners is important.
- Strong communication skills. Being an excellent facilitator of meetings, trainings, and workshops is required. Strong written communication is preferred.
- Ability to manage multiple projects simultaneously in a fast-paced environment with little direct supervision, pay attention to the details, be vigilant about tracking goal progress, and meet deadlines is a high priority for this position.

Physical Demands and Work Environment:

Frequently required to perform job duties outside of the office and occasionally outside of 9-5 office hours. Position requires ability to travel to communities across Oregon, occasionally to locations not accessible by public transit. This position requires the ability to operate typical office equipment such as phones, computers and printers and to remain stationary at a desk for extended periods of time. We recognize that the physical demands listed here may present a

barrier to some folks, therefore, we encourage all interested applicants to apply and to contact us at recruitment@oregonhunger.org to discuss any accommodation needs. We welcome applications from individuals with disabilities and will make reasonable accommodations for applicants and employees.

During the COVID-19 pandemic, staff have the option to work in the office, but currently working from home is the default status. When in the office staff are following Covid protocols and supplies and systems are in place to provide a safe working space. We are developing a policy around vaccinations and will share it at the time of interviews.

How to Apply

Submit a (1) resume and (2) cover letter to recruitment@oregonhunger.org with "Community Organizer" in the subject line.

In the cover letter, please speak to your experience having equitably built and maintained a robust base, developed inclusive leadership, and mobilized them in a progressive issue campaign that had a positive impact.

In answering the above prompt, please speak to the following:

- An explanation of an issue campaign you've had organizing experience around
- What your organizing process typically looks like or an example of how you would execute a campaign plan
- What in your background, skills, and/or experiences makes you feel like you're a good fit for this position
- Your experience working or living with immigrant or refugee communities

Equal Opportunity and Non-Discrimination Statement

Partners for a Hunger Free Oregon is committed to equity, diversity and inclusion in our hiring, job advancement, internal operations and when considering the impacts of our work. People of color, from diverse communities, and/or people who bring personal experience of poverty are strongly encouraged to apply. We do not discriminate on the basis of race, color, religion, gender, gender identity, sexual orientation, mental or physical disability, age, marital status, military or veteran status, national origin, ancestry, ethnicity, or any other legally protected class.

About Partners for a Hunger Free Oregon

Hunger-Free Oregon is a statewide anti-poverty advocacy organization with a small staff of ten. We understand that leadership comes from those with lived experience and that hunger and poverty do not exist on their own, but rather a result of overlapping systems of oppression that create layers of privilege and inequity.

Our values and work are centered in creating systemic changes to end hunger, including the redistribution of resources and power to communities who have been disproportionately affected by systems of violence. Our policy and advocacy work is rooted in a desire for shared liberation from systems of oppression, such as racism, xenophobia, classism, cissexism, and other forms of violence, which will allow all to thrive. To this end, our staff and board work with the values of collectivism, integrity and equity.