



Job Description: Community Food Justice Organizer

Open until filled; priority review starts May 1st, 2023

About You

You have a deep commitment to eliminating hunger in Oregon and a passion for social, racial, and economic justice. You believe organizing and centering 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 Partners for a Hunger-Free Oregon's (PHFO) movement-building, 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 another Community Food Justice Organizer to share their 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 PHFO's movement-building, community organizing, mobilizing, and leadership development programs. The position's portfolio of work includes

- Acting as Movement Building Expert, ensure our organizing, advocacy, and work strategies align with our framework for social change
- Engaging leaders, building power, and mobilizing people with lived experience for our ongoing and future issue campaigns;
- Building relationships and identifying issues that the organization can turn into campaigns;
- Supporting community members in developing their skills and leadership through the [SNAP Client Advisory Board](#) and other leadership development opportunities.
- Work collaboratively with, but also push back on, state agencies and elected officials as we move forward with progressive policy

Responsibilities by area:

1. Movement Building and Community Organizing (55%)
 - a. Co-create a Theory of Change and Framework for Social Change with the Community Food Justice team and help identify and train staff on organizing frameworks and strategies to implement Theory of Change.

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- b. Design and implement movement building, community organizing, leadership development and mobilizing strategies, goals and objectives in support of PHFO's campaigns.
 - c. Use organizing tools (canvassing, phonebanking, one-on-one conversations with community members, etc.) to engage Oregonians in our work, develop relationships with them, and support their leadership development.
 - d. Build and maintain relationships with local, statewide, and national partners to support campaigns and shift balance of power among local decision makers.
 - e. Participate in coalitions that align with our strategic plan and vision for community food justice.
 - f. Identify, recruit, train, and move community members into regular action and positions of leadership throughout our campaigns.
 - g. Develop and meet goals for each of these responsibilities, manage and meet a variety of goals throughout the progression of a campaign, and update organizational database systems with member and event information as a way to keep up with project management and ensure the completion of projects and goals.
 - h. Support the development of educational and outreach materials and ensure that communities are informed of upcoming policy changes or advocacy actions.
 - i. Work with community organizations and families to document barriers to accessing food and strategize solutions to address barriers.
2. Leadership Development (30%)
- a. With other members of the Community Food Justice team, co-envision leadership development opportunities meant to build power in impacted communities.
 - b. Co-Envision and facilitate the next phase of our SNAP Client Advisory Board (SNAP CAB) with the other Community Food Justice Organizer.
 - c. Invest in and develop the SNAP CAB and other leaders through intentional leadership development to ensure grassroots leadership of our work.
 - d. Plan and lead effective virtual and in-person meetings, retreats, and trainings to build community, develop leadership, and move work forward.
3. General Team Support (15%)
- a. Participate as a staff member in the 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

PHFO 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:

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- Leadership Structure: We have a new organizational structure of Circles in which no one person or group holds all the power or decisions. Two Co-Executive Directors share some leadership, and decision-making responsibility is shared throughout the team.
 - Culture: We strive to practice a culture of accountability and care, including affinity spaces, accountability buddies, and offering support of external mediators when needed.
 - Democratic decision-making: We have been practicing consensus-based, democratic decision-making for nearly two years.
 - Compensation: We implemented a transparent and equitable compensation policy that is in alignment with our values.

This work is ongoing, and 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 full benefits and work schedule flexibility. PHFO strives to develop workloads assuming a full time schedule of 32-36 hours a week.
- \$65,500-70,500/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 (Simple 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 and a deep commitment to and passion for social and food justice. This candidate will have several, but not necessarily all of these qualities:

- A strong grounding in community organizing and social change frameworks, including Momentum Driven Organizing Principles. We are looking for an organizer with the knowledge base needed to help further develop, train folks in, and implement our organizing cycle.
- 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).

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- 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.
 - Relationship building is essential for this position. Ability to prioritize follow-through and build trust 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.

Our workplace is currently a hybrid in-person/remote setting, with no set expectation of a certain number of hours in the office. Staff are highly encouraged to attend all-staff caucus in-person (once every two weeks, Wednesdays 10-12). When in the office staff are following Covid protocols and supplies and systems are in place to provide a safe working space. We encourage and support staff to be fully vaccinated against Covid.

How to Apply

Submit a (1) resume and (2) cover letter to recruitment@oregonhunger.org with "Community Organizer" in the subject line. Priority review begins **May 1, 2023**, please apply no later than midnight, Sunday **May 21, 2023** unless posted otherwise.

- In your cover letter, please speak how our organizational values are reflected in your life, work experience and approach to advocacy. Our organizational values are 1) lived experiences, 2) building power, 3) challenging power, 4) accountability and 5) social, racial, and economic justice.

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.

Studies have shown that women, trans, non-binary, and Black, Indigenous, and people of color (BIPOC) are less likely to apply for jobs unless they believe they meet every qualification. We are committed to building a diverse and inclusive organization and encourage you to apply, even if you don't believe you meet every qualification or if you require a reasonable accommodation to apply for or perform job duties.

About Partners for a Hunger Free Oregon

Partners for a 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.