Job Announcement: Organizing Director

Two position are open. One is East Coast based in DC and the other is West Coast, based in LA.

About NFYI

National Foster Youth Institute (“NFYI”) aims to help transform the nation’s child welfare system by building a broad-based social movement led by young people and families directly involved with the system. Transformative change includes legislative and policy changes in the areas of providing services to families in crisis, preventing the removal of children, ensuring children in care experience a normal childhood, and addressing inequities in the current system. Launched in 2012, this unique organization’s programs include:

- Leadership Corps Chapters – recruitment, training, and organizing of youth and families with the goal of being in all 435 Congressional Districts across the country.
- Annual Congressional Foster Youth Shadow Experience – foster youth from across the country shadow their Members of Congress, deliver policy recommendations to the White House and Congress, and participate in leadership development workshops.
- National Child Welfare Listening Tours – ongoing series of site visits, town halls, and meetings between Members of Congress, other policymakers, youth, and families throughout the country.
- Policy Roundtable Series – substantive panel discussion and dinner dialogues on issues impacting foster youth and families. Participants include Members of Congress, local and state policymakers, youth, families, and other community stakeholders.

For more information, please visit www.nfyi.org.

Position Description

NFYI seeks a dynamic, creative Organizing Director to support and build a social movement led by the families and youth most impacted by the child welfare system and inspire a cadre of dedicated, committed activists at the community level who will champion foster care reform, change cultural norms related to how it is viewed across the country, and elevate the profile of the issue by creating demand for change at the policy and system levels. Based in LA, the Organizing Director is an experienced senior strategist who reports to the National and/or Executive Director, creating and overseeing volunteer organizing campaigns and civic engagement strategies nationwide. The Organizing Director will develop NFYI’s Leadership Corps Chapters, working directly with advocates, funders and policy makers across the country. In addition, key projects include organizing and staffing NFYI’s Congressional Shadow Experience, and Policy Roundtables. Former foster youth are strongly encouraged to apply.

Key Responsibilities

- Create and implement strategic organizing plans to accomplish organizational movement-building and campaign goals on national, state, and local levels. Set measures for outcomes, collect data, communicate progress, evaluate programs, and adjust accordingly. Ensure that these metrics can be effectively communicated to NFYI leadership, funders, and other constituents.
● Oversee and manage organizing department staff, volunteers, including in-state grassroots leaders to accomplish strategic organizing goals.
● Hire, train and support interns and volunteer leaders in skills necessary for them to succeed in their various roles; plan and run small, medium and large trainings that will grow NFYI’s grass roots action network and improve impact; create tools to augment and support our training plans. Coordinate and manage communication with volunteers on national and statewide issues and activities.
● Manage cross-departmental projects effectively; work with other NFYI senior staff to ensure effective collaboration on all projects and campaigns, including outreach, data, communications, digital and policy efforts.
● Communicate effectively the mission, vision, goals, and accomplishments of NFYI to the members of the child welfare community, policy makers at the local and national level, funders, and the public in general.
● Build local, state and national coalitions to create change within the child welfare system. Identify and engage with community partners that will support Leadership Corp Chapter’s goals.
● Support, coach and train current and former foster youth 19 to 30 in building community movements to transform the child welfare system.

Desirable Skills & Qualifications

● Must have a Bachelor’s degree (BA, BS) or higher from an accredited college or university. Public administration, social work, political science or public policy a plus.
● Significant and deep experience in youth leadership development, movement-building and grassroots organizing strategy.
● At least 5 years of work experience in a similar role.
● Experience mentoring and managing volunteer teams, staff and interns.
● Cultural competency to work with individuals from diverse backgrounds.
● The ability to inspire young leaders, build competencies and train youth in strategically telling their stories and designing advocacy campaigns to impact how legislators develop and implement policy.
● Work well with people in various communities, institutional and governmental organizations.
● Expertise in building relationships with local leaders and engaging them in strategy development.
● Strong listening and facilitation skills with diverse groups and in under-resourced communities.
● Ability to work independently, be flexible and resourceful, and manage multiple priorities.
● Work well in a team-oriented environment and maintain harmonious relationships.
● Knowledge of the local, state and national political and policy process.
● Marketing and outreach experience.
● Track record of successful campaign work (issue or electoral).
● Demonstrated commitment to social justice.
• Detail-oriented with excellent communication, organizational, interpersonal, and writing skills.
• Experience with public speaking and presentations.
• Proficient computer skills, especially using Microsoft Suite and Google Suite of applications.
• Must have reliable transportation, be able to drive a car, and have appropriate auto insurance coverage, and a valid California Driver's license.
• Must be representative of, or have experience working with, foster youth.
• Experience in coalition building
• Experience in training and curriculum development

Personal Qualifications

The candidate has a commitment to developing leaders and community organizing. Strong commitment to social change through community empowerment. Personal values align with the vision and values of National Foster Youth Institute.

Physical Requirements & Work Environment

Must be able to drive a motor vehicle. Must be able to lift 30 pounds. Must be flexible working in a fast-paced, non-profit environment. Experience or interest in child welfare system is a plus. This position works both in the NFYI administrative office and on occasion travels to program events. Must be willing to use personal equipment such as cell phone and laptop/tablet when working remotely.

Salary & Schedule

• Salary is commensurate with experience. Competitive benefits available.
• This is a full-time, exempt position. Candidate must be willing and able to travel extensively and willing to work a flexible schedule, including evenings and weekends.

How to Apply

Please send your resume and cover letter to nfyiassistant@nfyi.org. NFYI is hiring for two positions: Organizing Director East Coast and Organizing Director West Coast. Please be sure to indicate the position and location you are applying for both in the subject line of your email and in your cover letter. No phone calls please.