



Bilingual (English/Spanish) Campaign Organizer

Location: Chicago, IL

Position Type: Full-time; Salaried; Non-Exempt

Salary: \$55-\$65K

Benefits: Competitive and comprehensive benefits include 100% employer-paid health, dental, and vision coverage for employees; a 403(b) match up to 3%; generous PTO policy; short-term disability; life insurance; remote work options; and more.

Reports to: Organizing Manager

Timeline: Preference for applications received by November 15th. Position open until filled.

About the Opportunity

Founded in 2016, Healing to Action is a young, dynamic organization that is creating a new model of survivor-led organizing. Our mission is to end gender-based violence through building the leadership and collective power of the communities most impacted—survivors from Black, indigenous, immigrant, and communities of color; low-income survivors; survivors with disabilities, immigrant survivors, and LGBTQ survivors. We combine organizing, healing justice, leadership development, and capacity-building to collaborate with survivors in developing powerful solutions that address the intersections of gender-based violence, racial oppression, and economic injustice. HTA's innovative model has gained distinction for putting power back in the hands of marginalized communities, and made a compelling case for the transformative change that survivors are uniquely positioned to lead.

Healing to Action is hiring a Bilingual Campaign Organizer to support the leadership and collective power of Healing to Action's base of survivor-leaders as they initiate powerful grassroots solutions to end gender-based violence in their communities. The Organizer will work towards supporting leaders' self-determination, transformation, and ultimately, survivorship as a powerful political identity. This role collaborates closely with HTA's Basebuilding and Leadership Development Organizer and HTA's Co-director to sustain survivors' leadership in community-based campaigns and ensure that HTA's model of survivor-led organizing is healing and transformative for all program participants.

Core Responsibilities

Builds survivor power

- Steward and support the leadership of HTA leaders through campaign organizing, political education, trainings/workshops, healing-centered workshops, and relationship-building for the Campaign Organizing Circle;
- Invest in understanding HTA leaders' strengths, stories, passions, and interests in order to support them in assuming more leadership in relevant campaign-related activities;

- Collaborate with the community organizer and the organizing manager to advanced shared learning opportunities for HTA leaders;
- Document HTA leader activities to measure program impacts;
- Support leaders in accessing resources for issues related to gender-based violence, both for themselves and in their broader community
- For all recruitment and engagement activities, implement language/learning/physical accessibility plans for leaders from diverse identity backgrounds;
- Support in implementation and documentation of program evaluation.

Campaign Organizing

- Support HTA leaders in shaping the campaign strategy, and leading campaign activities, including media appearances, rallies, town halls, listening sessions and teach-ins;
- Support campaign research in collaboration with survivor-leaders, campaign stakeholders, and community members;
- Implement strategies to engage new community members into campaign activities;
- Plan and implement campaign activities in collaboration with leaders and staff;

Coalition-building

- Steward relationships among our base of survivor-leaders and other grassroots campaign partners;
- Collaborate with coalition partners to build the power of their constituents in the campaign;
- Coordinate regular campaign meetings with survivor-leaders, coalition organizational;
- Collaborate with organizing manager to deepen relationships with coalition partners and allies;

Storytelling and Advocacy

- Implement communications strategies that center survivor-leaders' voices to advance campaign objectives;
- Prepare survivor-leaders for decision-maker meetings, and media opportunities including speaking with reporters, writing opinion pieces, etc.

Program Ambassador

- As needed, represent and communicate HTA's mission and objectives in a variety of external settings, including community events, media interviews, and public meetings
- Participate in fundraising efforts for the organization as needed
- Promote a work culture that embraces diversity, inclusion, and fair and respectful treatment of all persons

Who We're Looking For

Qualifications

- 6+ Years of experience and/or education with skills transferable to the role such as community organizing, working with survivors of gender-based violence, or related social justice work
- Strong verbal and written bilingual communication skills in English and Spanish
- Deep and intensive lived or professional experience working in Black, Indigenous, and/or communities of color
- Excellent time-management, organizational, and event planning skills. Must feel at home in a fast-paced environment, managing multiple priorities.
- Effective writing, editing, and verbal communication skills.
- Adept to use Canva, Hootsuite, Google, Slack, Trello, Google Drive applications, and social media platforms like Twitter, Instagram, YouTube, & Facebook.
- Access to reliable transportation with a strong preference for a car and valid driver's license.
- Commitment to Healing to Action's values of survivor-led and survivor-centered, working towards liberation, rooted in healing, interconnected struggle, unity, and the power to transform.

Qualities

- **Connecting with others nourishes you.** You thrive in coalition, and have strong interpersonal skills and an ability to work with a diverse array of individuals, communities, and sectors. Building multicultural and intergenerational organizing spaces is something you're always striving for.
- **Strategic, iterative, and adaptable.** You approach problems with ownership and curiosity. You know when to adapt, pivot or shift in order to achieve the overarching goal. You see feedback as a gift to both give and receive compassionately and thoughtfully to enrich understanding. Debriefing, evaluating, and reflecting are integral practices in your work.
- **Narrative shaping superpower.** You find the throughline to thread compelling narratives that moves people into action and strategically amplifies the voices of survivor-leaders. You develop strategic narratives with a deep understanding of your audience and their assumptions.
- **A skillful and methodical problem-solver.** You are a mover and a shaker. You understand the challenges of shifting existing paradigms to return power to the hands of survivors. You approach problem-solving from a place of strength tactfully, practicing discretion and sound judgment with sensitive information.

Travel & Hours

This position requires regular travel within the city of Chicago. Overnight travel may be required on an occasional basis. The organizer will need to work occasional nights and weekends. Examples of after-hours work may include facilitating or attending community partner workshops/meetings, participating in weekend workshops, and staff retreats. However, non-exempt employees are not permitted to work more than 40 hours a week and flexible schedules are available to accommodate night and weekend work.

COVID-19 Considerations

Our team currently works remotely (outside of a defined office space), however, certain community functions happen in-person. We require all employees and those engaging in in-person work to be vaccinated or have a valid medical or religious exemption from receiving the COVID-19 vaccine.

How to Apply

Interested candidates should forward a resume and thoughtful cover letter to hr@healingtoaction.org with BILINGUAL CAMPAIGN ORGANIZER as the subject of the email. In your cover letter, please explain:

- What attracts you to HTA's mission;
- Which skills and experiences you are most excited to bring to HTA as an early-stage, grassroots organization; and
- How you would contribute to our organization's commitment to diversity and inclusion

Healing to Action provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

Salary Non-negotiation policy: In the spirit of honoring our organizational practices to be inclusive and equitable, all Healing to Action compensation packages are determined prior to the start of recruitment. This practice, along with a structured interview process, is intended to mitigate the effects of both shifting criteria bias (judging candidates based on differing standards due to biases) and the ask gap (for example the extent to which women ask for lower salaries than comparable men) on wages within Healing to Action, and is an essential element of our equity, diversity, and inclusion strategy. We will give you the best possible, non-negotiable offer based on our compensation framework, which aligns organizational sustainability, requirements of the role, and the skills and experience of the candidate.

Last updated: Sept. 26, 2024