

HEALING TO ACTION

Bilingual (Spanish/English) Organizing Manager

Location: Hybrid, Greater Chicago, IL

Position Type: Full-time, Exempt

Salary: \$60,000–\$70,000, depending on experience

Benefits: Competitive and comprehensive benefits include 100% employer-paid health, dental, and vision coverage for employees; a 403(b) match up to 3%; 25 days of PTO, 7 sick days, and 21 holidays; short-term disability; life insurance; remote work options; and more.

Reports to: Co-Director

Timeline: Position is open until filled.

About the Opportunity

Founded in 2016, Healing to Action is a young, dynamic, and growing organization that is forging 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. We collaborate with 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 develop powerful grassroots 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.

This full-time position will manage the HTA organizing team in supporting 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 Organizing Manager brings experience leading community organizing campaigns, strong relationship building, base building, and coaching skills, and demonstrates a commitment to equity, justice and inclusion. As a valued member of the Program Team, the Organizing Manager manages, coaches and supports organizers in campaign and movement building work; leads organizing strategy and coordination; and builds relationships with partners and Survivor Leaders.

Core Responsibilities

TEAM MANAGEMENT and SUPERVISION

- Provide regular supervision to two front-line organizers to maximize their skills, abilities, and effectiveness, develop healing justice practices, and better engage our Survivor Leaders.
- Manage, guide, and coach the Organizers to establish organizing priorities, performance objectives, and evaluate accomplishments and effectiveness.
- Ensure that the Organizing team has clarity at all levels by modeling, building, and supporting effective communication, coordination, and a performance oriented culture.
- As needed, represent and communicate HTA's mission and objectives in a variety of external settings, including community events, media interviews, and public meetings.
- Promote a work culture that embraces diversity, inclusion, and fair and respectful treatment of all persons.

CAMPAIGN STRATEGY, DEVELOPMENT, and IMPLEMENTATION

- Contribute to the overall development of campaign strategy and tactics, leveraging experience and field knowledge, as well as cultivating ideas from the experiences and expertise of HTA's Survivor Leaders.
- Provide guidance, training and assistance, as needed, to Organizers for the various organizing campaigns, events, actions and other programmatic activities.
- Plan, develop, and coordinate strategic tactics that demonstrate power to our campaign targets and engage and build the power of HTA's Survivor Leaders to advance campaign goals.
- Provide campaign/issue assessment, research, policy development, advocacy, planning, monitoring and evaluation, and help lead and participate in related strategy sessions with Survivor Leaders and staff.
- Work effectively within coalitions to build and hold relationships with HTA's Coalition partners and to advance and resource campaign goals.
- Collaborate with Co-Directors to recruit and coordinate the participation of internal & external partners to ensure campaign cohesion and success.
- Center and support HTA leaders in shaping the campaign strategy, and leading campaign activities, including media appearances, rallies, town halls, listening sessions and teach-ins.

BASE BUILDING STRATEGY DEVELOPMENT and IMPLEMENTATION

- Maintain and grow HTA Survivor Leaders engagement through intensive relationship-building and planning responsive, meaningful and accessible programming around gender-based violence, gender equity, and racial and economic justice.

- Coordinate and oversee HTA's leader circle structure, ensuring that there are joint opportunities for learning and relationship-building across the base.
- Lead the development and execution of healing retreats that cultivate relationships and trust within the base.
- Lead the development and execution of skills training that nurture the growth and impact of HTA's leader base and advance campaign and base building strategies.
- Manage and support the organizers in the implementation, including recruitment, of HTA's flagship leadership program, Healing Generations.

PROGRAM ADMINISTRATION and EVALUATION

- Provide on-site coordination and support for programmatic events, including setup, facilitation, participant support, and break down.
- Work collaboratively with the Co-Directors and Operations Director to manage programmatic operations and administrative tasks in alignment with the organization's strategic vision.
- Identify opportunities for improvement of and contribute to the development of program evaluation tools and processes.
- Lead the collection and analysis of evaluation data to improve HTA's programming and increase its impact.
- Maintain detailed records of community contacts and leader outreach and assist in evaluation of HTA's base-building, recruitment and outreach strategies.
- Participate in fundraising efforts for the organization as needed.

Who We're Looking for:

Ideal Experience, Skills, and Competencies:

- Strong verbal and written bilingual communication skills in English and Spanish required.
- A minimum of 5+ years of experience in community organizing.
- A minimum of 3+ years of experience supervising employees.
- 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.
- Deep and intensive lived or professional experience working in Black, Indigenous, communities of color, the disability community, and/or LGBTQ+ community.
- A preference for candidates with experience working with survivors of gender based violence, in violence prevention, immigration organizing, the abolitionist movement, disability justice organizing, community health worker outreach, labor/economic justice organizing, healing justice, or reproductive justice organizing.
- Willingness to receive and implement constructive feedback from staff and community members and provide feedback where needed.

- A track record of building and maintaining strong relationships and partnerships.
- Excellent organizational skills and ability to prioritize multiple tasks and duties.
- Exceptional interpersonal and communication (verbal and written) skills.
- Ability to handle complex and confidential information with discretion.
- Willingness to be flexible in a growing nonprofit organization.
- A demonstrated ability to engage directly with community members in a variety of settings and through multiple forms of communication.
- Ability to use or learn to use Zoom, Salesforce, Google apps including Gmail, Gchat; Google drive applications including Documents, Spreadsheets, and Slides; Slack; and social media applications including Facebook, Instagram and Twitter.
- Access to a phone with text messaging capabilities.
- Access to reliable transportation with a strong preference for a car and valid driver's license.
- Ability to preserve and grow Healing to Action's positive reputation and trust with both members and external stakeholders.

Qualities

- **Connecting with others nourishes you.** You have a genuine enthusiasm for supporting your teammates. You thrive in coalition; you have strong interpersonal skills and an ability to work with a diverse array of individuals, communities, and sectors. You find joy in mentoring, motivating, and inspiring others. You take very seriously your responsibility to nurture the growth of those you manage, and invest yourself in their career development. You value the humanity of your direct reports, and are committed to ensuring organizers are able to stay in the movement for the long haul.
- **You are curious and strategic.** You understand the challenges of shifting existing paradigms to return power to the hands of survivors. You approach challenges from a place of strength tactfully, practicing discretion and sound judgment with sensitive information. When making decisions or strategizing, you prioritize sustainability and the creation of nourishing spaces.
- **Solving puzzles gives you life.** You have the ability to envision the future direction of the organization and develop strategies that align with long-term goals. Your forward-thinking approach allows you to anticipate trends and potential obstacles, enabling you to make informed decisions and lead the team towards success. Your abilities to organize and delegate work, and solve problems are some of your greatest strengths. You can see the pieces of the puzzle and the picture they form all at once. Your Lego Ideas voting may be your favorite hobby.
- **You are persistent and flexible.** You approach problems with ownership and curiosity. You possess analytical skills and can easily envision how daily work is prioritized into categories. Debriefing, evaluating, and reflecting are integral practices in your work.

- **You are collaborative, iterative, and adaptable.** You can identify when to adapt, pivot or shift in order to achieve the overarching goal. You are compassionate in providing feedback, which you see as a gift to both give and receive. You are generous in providing feedback and opportunities for reflection. You thrive working in collaboration with others.

Position Details

Travel

HTA is a remote-first workplace, with some community and staff functions regularly happening in-person in Chicago. Most daily work can be done remotely, but employees may be expected to support periodic in-person meetings with the team and community members which require periodic travel in and around Chicago. Overnight travel is unlikely/rare in this role.

COVID-19 Considerations

This role requires full vaccination.

How to Apply

Interested candidates should forward a resume and thoughtful cover letter to hr@healingtoaction.org with ORGANIZING MANAGER 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 a survivor-led, grassroots organization; and
- How you would contribute to our organization's commitment to diversity, equity, 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, creed, ethnicity, national origin, religion, age, sex, sexual orientation, gender, gender identity, gender expression, disability status, genetics, protected veteran status, 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.