



## ***Early Learning Campaign Manager***

*OneAmerica is a Seattle-based nonprofit whose mission is to advance the fundamental principles of democracy and justice by building power in immigrant communities.*

**Employment type:** Full Time; Exempt

**Program Area:** Policy

**Full Time Salary Band:** \$66,000-\$70,000

**Reports To:** Policy Director

**Location:** Seattle, WA; Vancouver, WA

### **BACKGROUND**

[OneAmerica](#) (OA) was established in 2001 by U.S. Representative Pramila Jayapal and has since grown to become a locally and nationally recognized leader in advancing immigrant, civil, and human rights. We utilize grassroots organizing, policy advocacy, and civic/electoral engagement to promote justice in three areas: immigration, education and early learning, and democracy. Our family of organizations consists of **OneAmerica** (501(c)3), **OneAmerica Votes** (501(c)4), and **OneAmerica Votes Justice Fund** (PAC).

### **POSITION DESCRIPTION**

OneAmerica is seeking an Early Learning Campaign Manager who will help in increasing affordability for childcare and increasing provider wages, which is a core goal in OA's early learning portfolio. OneAmerica will be a core player in a statewide campaign for universal childcare. This campaign involves many state partners and early learning providers. It is focused on two main goals: making high-quality affordable childcare accessible to families and addressing the compensation of the early learning workforce.

OA's role will involve actions in policy development, outreach to our constituency, advocacy actions, and electoral activities. This role will work with all departments in the organization; from organizing to policy to electoral fieldwork and will need to be highly relational. Situated within the policy team, this role will need to be deeply committed to working with organizers and grassroots leaders who are the most directly impacted to help shape the campaign and advocacy efforts. The position can be based out of our Seattle or Vancouver, WA office.

### **RESPONSIBILITIES**

#### **Coalition Participation and Advocacy Coordination (40%)**

- Represent OA strategically in statewide childcare partner coalition by bringing organizing, policy, and electoral skills to help shape and drive strategy
- Coordinate with OA lobbyists, policy team, grassroots leaders, and key staff on advocacy efforts and strategy via meetings, events, and actions

- Ensure statewide campaign reflects the needs and priorities of immigrant and refugee working families and providers
- Participate in coalition subcommittee meetings and develop necessary materials for both advocacy plans and policy analysis
- Provide support in coordinating legislative strategy with lobbyists and campaign members
- Drive and support electoral strategy and target district and legislators based on advocacy needs

**Internal Campaign Management and Leadership Development (40%)**

- Lead and bottom line the internal childcare campaign team comprised of organizers, field, and grassroots leaders to help shape OA's contribution and role within the statewide childcare campaign
- Lead and develop advocacy and policy trainings and workshops for staff and grassroots leaders
- Develop the childcare campaign team and project plan to direct work for OA staff and leaders to win universal access for childcare
- Build deep 1-1 relationships with core grassroots leaders to work with organizers to develop them into campaign leaders
- Coordinate with early learning staff and lobbyists

**Other Duties as Assigned (20%)**

- Participate in fundraising, electoral, and all staff events
- Support with internal staff meetings and regional grassroots leader events

**QUALIFICATIONS & ATTRIBUTES**

OneAmerica is seeking candidates who are passionate about our mission and are highly proactive. While no one candidate will embody all the qualifications below, our ideal candidate would bring:

**REQUIRED:**

- Minimum of two years of experience organizing around an issue advocacy campaign
- Skilled in coalition-based advocacy efforts that require coordination across multiple organizations
- A racial equity approach to policy development, advocacy, organizing, and legislative efforts
- Minimum of two years of project management with the ability to track high-stakes deliverables with changing timelines
- Strong relationship building skills with BIPOC communities and multilingual community leaders
- Experience with policy analysis and advocacy
- Previous experience in leading and facilitating trainings

**PREFERRED:**

- Knowledge of early learning policy and programs
- Experience with legislative advocacy at the local, state, or federal level
- Minimum of one year with coalition management and leadership

- Ability to develop and implement an issue advocacy campaign plan that includes organizing, policy, and electoral goals
- Experience in the immigrant and refugee community with an excitement to work at a political organization that engages in elections
- Ability to navigate nuanced political and organizing relationships with external organizations, grassroots immigrant and refugee leaders, and elected officials
- Commitment to learning OneAmerica's [Theory of Change](#) with power building across organizing, electoral, and policy campaigns.

## PHYSICAL DEMANDS

- Ability to be on a computer for the majority of the day
- Travel within the state (roughly 3-5 times a year)
- Ability to have multiple phone calls a day

## WORK ENVIRONMENT

- This is a hybrid position within the state of Washington and can be based out of our Seattle or Vancouver office. In-office twice a week (Tuesdays and Thursdays);
- Flexibility within Washington

## COMPENSATION & BENEFITS

- Comprehensive health insurance coverage, including vision, dental, life insurance; short- and long-term disability; up to 20 weeks of family and medical leave; and more;
- Other benefits include cell phone and transportation stipends, Flexible Spending Accounts (FSA), 403(b) retirement plans and relocation packages;
- Five weeks of PTO in years 0-3, six weeks for years 4-6, seven weeks of PTO after 7 years of service;
- Three months paid sabbatical after every five years of service;
- OneAmerica is committed to work/life balance and encourages meeting-free Fridays, and Summer-free Fridays (3-day weekends for two months in the summer);
- We have a transparent compensation philosophy and offer cost-of-living and annual merit-based raises;
- We are committed to employee growth and advancement, including professional development investments

**Desired start date: February 12<sup>th</sup>, 2024**

**Apply by: January 1<sup>st</sup>, 2024**

Please be sure to add notifications@app.bamboohr.com to your contact list to ensure delivery of all correspondence from us.

*OneAmerica is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, genetic information, protected veteran status, or any other characteristic protected by law.*