

OneAmerica Organizer-in-Training

OneAmerica's mission is to advance the fundamental principles of democracy and justice by building power in immigrant communities.

Employment Type: Temporary six-month program from May 15th, 2024, to November 15th, 2024. Part-time, 30 hours per week

Program Area: Organizing Department

Reports To: Organizing Director

Full-Time Salary Band: \$25/Hr

Location: Seattle, Vancouver, & Yakima Washington Offices

BACKGROUND

[OneAmerica](#) 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).

PROGRAM DESCRIPTION

OneAmerica is launching a new Organizing Academy where we will train and develop a cohort of organizers to build a base of immigrant leaders in King County, Yakima County, and potentially other geographies in Washington. The Organizing Academy will combine basic community organizing skills development with practical field experience. Organizers-in-Training participating in this 6-month program will gain valuable experience in canvassing, base building, civic engagement, and electoral political work.

POSITION DESCRIPTION

OneAmerica is seeking passionate and dedicated individuals who would like to explore a career in community organizing by combining skill-building development with practical field experience building power for immigrant and refugee communities in Washington State. We value and will prioritize those with lived experiences around immigration.

Organizers-in-Training will participate in community organizing training and application which includes door-to-door canvassing, registering new voters, voter education activities, identifying potential volunteer leaders through relational meetings, and developing leaders to build a OneAmerica (OA) and OneAmerica Votes (OAV) base. These responsibilities will be accomplished under the supervision of the Organizing Director.

The ideal candidate will bring a background in organizing and civic engagement, using their skills as a confident, visionary, relational leader to build authentic relationships while organizing

multiple priorities with impeccable follow-through. These positions are based in our Seattle, Vancouver, or Yakima WA offices and have the potential to extend to permanent organizing roles.

RESPONSIBILITIES

Base Building (50%):

- Canvassing through door-knocking and community events to identify new contacts
- Regularly following up with contacts to schedule and carry out 1-on-1 relational organizing conversations to assess leadership potential and self-interest
- Contributing to the development of local base groups and leadership team meetings including preparing leaders to take active roles in meetings and campaign activities

Civic Engagement (30%):

- Engaging new citizens, members of immigrant communities, and our allies to register to vote
- Participate in the planning and execution of large-scale public meetings and candidate forums

OneAmerica staff responsibilities (10%):

- Support advocacy campaigns and Public Meetings
- Attend OA & OAV member quarterly meetings

Organizer Trainings (10%):

- Attend weekly training sessions

QUALIFICATIONS & ATTRIBUTES

OneAmerica is seeking candidates who excel in movement-building and are results-oriented. Individuals who are hungry to learn and build relationships would thrive in this role. While no one candidate will embody all the qualifications below, our ideal candidate would bring:

REQUIRED

- A strong analysis of power and racial equity with a commitment to build power in immigrant and refugee communities by leading with relationships
- Ability to work evenings and weekends
- Ability to thrive within a fast-paced environment while maintaining effective time management, organization methods, and adapting to changing needs and priorities to successfully meet program deliverables
- Candidates will be required to participate in door-to-door canvassing at least 3 days per week for 3 hours at a time
- Candidates will be required to show proof of being fully vaccinated against COVID-19 upon commencing employment. Reasonable accommodations will be considered on a case-by-case basis for exemptions to this requirement in accordance with applicable law.

- Candidates must be based or able to commute regularly to work at our office locations in Seattle, Yakima, or Vancouver Washington.

PREFERRED

- One year's experience volunteering in electoral, union, and/or community organizing
- Bilingual language skills preferred
- Valid Driver's License and access to reliable transportation
- Proficiency in tablet and smartphone technology and the ability to explain technology in accessible terms to individuals with limited digital literacy skills
- Excellent communication skills
- Ability to develop and maintain effective relationships with diverse communities
- Ability to take initiative in reaching goals
- Past experience or involvement with OneAmerica and/or its family of organizations

PHYSICAL DEMANDS

- Ability to be out in the community for majority of the day
- Ability to walk extensively during certain events
- Ability to have multiple phone calls a day

WORK ENVIRONMENT

- These are hybrid positions based in our Seattle, Vancouver, and Yakima offices.

COMPENSATION & BENEFITS

- \$25/hour
- One hour of paid time off for accrued every 40 hours worked

Desired start date: May 15, 2024

Apply by: April 19, 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.

OneAmerica Youth Organizer-in-Training

OneAmerica's mission is to advance the fundamental principles of democracy and justice by building power in immigrant communities.

Employment: Temporary Non-exempt; Full-Time 40 hours a week March 4 – August 4, 2024

Program Area: Organizing

Reports To: Organizing Director

Hourly Rate: \$25/hour

Location: Seattle, WA

OneAmerica is offering Omar Ali a temporary six-month Organizer-in-Training role between March 4 – August 4, 2024. An extension of the paid position may be negotiated for an additional three months upon mutual agreement. Omar will work a total of 32 hours per week during this time at the hourly rate of \$25/hour, along with a \$50 cell phone stipend and \$175 orca card or vehicle stipend paid monthly.

Omar will have a 3 month evaluation with his Manager, Joel Johnson, and the Policy Director Eli Goss to assess Omar's progress in meeting the benchmarks below. Omar will also have a 5 month evaluation where at that meeting OA will decide Samantha's continued employment with OneAmerica based on her ability to meet the benchmarks laid out below. We will discuss options of a. extending Omar's temporary position for an additional three (3) months, b. An offer of a full-time organizer role within OneAmerica, or c. ending the employment relationship.

Role responsibilities

- Through canvassing door-to-door, cold-contacting youth on college campuses or other locations, and community events, build a base of working class, BIPOC immigrant youth in South King County who have a self-interest in building power inside of OneAmerica
- Canvass 3 times per week, support in preparation and hosting OA's Saturday canvasses and turnout your base to voter contact events throughout GOTV
- Conduct 10 1:1's per week over the next 6 months
- Attend important internal meetings: negotiated with Supervisor to balance with 1-1s
- Organize a core team of at least 10 youth to take leadership in organizing the job fair with over 50 youth participants

Benchmarks

- **Month 1 March 4 – April 4**
 - Conduct a total of 30 1:1s with immigrant and refugee youth and community leaders
 - Approximately 10 per week
 - Turnout your base, prep canvasses and Canvass 3 x per week

- Approximately 9 hours per week for own canvassing
 - Approximately 2 hours per week for turnout
 - Approximately 2 hours per week for canvass prep & follow-up with folks we canvassed
- Attend critical meetings
 - Staff meeting (9 hours per month)
 - Organizing team meetings (4 hours per month)
 - 1:1 check in meetings with Clarissa
 - Early Learning meetings as needed
- **Month 2 April 4 – May 4**
 - Conduct a total of 30 1:1s with immigrant and refugee youth and community leaders(Approximately 10 1:1's per week)
 - Proposition at least 5 immigrant and refugee youth and community leaders to participate in a core leadership team, begin meeting regularly to build towards the endorsement process and field launch
 - Attend critical meetings
 - Staff meeting (6 hours per month)
 - Organizing team meetings (4 hours per month)
 - 1:1 check in meetings with Clarissa (2 hours per month)
- **Month 3 May 4- June 4**
 - Conduct a total of 30 1:1s with immigrant and refugee youth and community leaders(Approximately 10 1:1's per week)
 - Proposition at least 5 immigrant and refugee youth and community leaders to participate in a core leadership team, begin meeting regularly to build towards the endorsement process and field launch
 - Attend critical meetings
 - Staff meeting (6 hours per month)
 - Organizing team meetings (4 hours per month)
 - 1:1 check in meetings with Clarissa (2 hours per month)

Months 4-6

- Conduct a total of 30 1:1s with new parent and provider community leaders(Approximately 10 1:1's per week)
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- Turnout your base, prep canvasses and Canvass 3 x per week
 - Approximately 9 hours per week for own canvassing
 - Approximately 2 hours per week for turnout
 - Approximately 2 hours per week for canvass prep & follow-up with folks we canvassed
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- Canvassing 2x per week with your base around location for EL event (6 hours per week)

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Employment type: Temporary 6 Month Program
May 15-August 15 Part-time 30hrs per week
August 16 -Nov 15, 2024 Full-time 40hrs per week
Program Area: Organizing Department
Reports To: Organizing Director
Full-Time Salary Band: \$25/Hr
Location: Seattle, Vancouver & Yakima Washington Offices

BACKGROUND

[OneAmerica](#) 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).

PROGRAM DESCRIPTION

OneAmerica seeks to develop Organizers through our Organizing Revival Academy to fill several key permanent organizing roles in King County, Yakima County, and potentially other geographic /constituency-based roles and strengthen the movement for immigrant rights in Washington. The Organizing Revival Academy will combine basic community organizing skills development with practical field experience. Participants may be based or able to commute regularly to work at our office locations in Seattle, Yakima or Vancouver Washington. Organizers-in-Training participating in the program will gain valuable experience in canvassing, base building, civic engagement and electoral political work.

POSITION DESCRIPTION

Organizers-in-Training will participate in community organizing activities canvassing the community for contacts, registering new voters, identifying potential leaders through relational 1 on 1 meetings and developing leaders to build a OneAmerica (OA) and OneAmerica Votes (OAV) base. These responsibilities will be accomplished under the supervision of the Organizing Director.

OneAmerica is seeking passionate and dedicated individuals who would like to explore a career in community organizing by combining skill building development with practical field experience building power for immigrant and refugee communities in Washington State.

Participants will engage in civic engagement programs, Get-Out-the-Vote (GOTV), and other electoral activities during election season. These responsibilities will be accomplished under the supervision of the Political Director.

The ideal candidate will bring a background in organizing and civic engagement, using their skills as a confident, visionary, relational leader to build authentic relationships while organizing multiple priorities with impeccable follow-through. This position is based in our Seattle, WA office.

RESPONSIBILITIES

The following is a list of responsibilities that are broken down into work areas. Please note that there may be additional duties assigned by your supervisor to meet the organization's needs.

Base Building (50%)

- Canvassing through door knocking and community events to identify new contacts
- Regularly following up with contacts to schedule and carry out 1-on-1 relational organizing conversations to assess leadership potential and self-interest
- Contributing to the development of local base groups and leadership team meetings including preparing leaders to take active roles in meetings and campaign activities

Civic Engagement (25 %)

- Engaging new citizens, members of immigrant communities and our allies to register to vote
- Participate in the planning and execution of large-scale public meetings and candidate forums.
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OneAmerica staff responsibilities (15%)

- Attend internal meetings and staff retreats
- Support fundraising phonebanks, and other OneAmerica events
- Support advocacy campaigns and Public Meetings
- Attend OA member quarterly meetings.

Organizer Trainings (10%)

- Attend weekly training sessions

QUALIFICATIONS & ATTRIBUTES

OneAmerica is seeking candidates who excel in movement-building and are results-oriented. Individuals who are hungry to learn and build relationships would thrive in this role. While no one candidate will embody all the qualifications below, our ideal candidate would bring:

REQUIRED

- One year's experience volunteering in electoral, union, and/or community organizing
- A strong analysis of power and racial equity with a commitment to build power in immigrant and refugee communities by leading with relationships
- Willingness to accommodate community-based scheduling needs, such as evening and weekend meetings
- Ability to thrive within a fast-paced environment while maintaining effective time management, organization methods, and adapting to changing needs and priorities to successfully meet program deliverables
- Candidates will be required to show proof of being fully vaccinated against COVID-19 upon commencing employment. Reasonable accommodations will be considered on a case-by-case basis for exemptions to this requirement in accordance with applicable law.

PREFERRED

- Bilingual language skills preferred
- Proficiency in tablet and smartphone technology and the ability to explain technology in accessible terms to individuals with limited digital literacy skills
- Excellent communication skills
- Ability to develop and maintain effective relationships with diverse communities
- Ability to take initiative in reaching goals

PHYSICAL DEMANDS

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

WORK ENVIRONMENT

- These are hybrid positions based in our Seattle, Vancouver and Yakima offices. In-office twice a week (Tuesdays and Thursdays)

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;
- 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: May 15, 2024

Apply by: April 30, 2024

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