COMMUNITY ORGANIZER

LAANE is seeking someone with a commitment to social justice to join our Climate Campaign. We are open to hiring at the staff or senior level, depending on experience and skillsets.

Who We Are:
Our team partners with UTLA, the Building Trades, individuals, and community organizations to win environmental benefits for working class communities of color, build public power, and create and defend union jobs.

LAANE is an advocacy organization dedicated to racial, economic and climate justice. Combining dynamic research, innovative public policy, strategic communications, and deep organizing, LAANE works with labor and community partners to fight for policies that create good jobs, thriving communities, and a healthy environment. For more information about our work, visit www.laane.org.

Position Responsibilities:
Under the supervision of the Campaign Director, the Community Organizer is tasked with building the power we need to win change, including building a robust coalition, recruiting and developing grassroots leaders (including parents and students), and carrying out any additional duties that are assigned by their supervisor to meet the goals of the campaigns, departments, and the organization.

Core responsibilities for all levels include, but are not limited to:

- Recruiting, developing, training and mobilizing leaders and coalition allies, including through one-on-one meetings, events, and meetings.
- Planning, organizing and facilitating meetings of leaders.
- Leading actions including picket lines, protests, delegations, speaking to elected officials
- Informing the strategic direction of the campaign as an integral part of the team.

Job Qualifications:

- **Cultural competency and social justice values/work experience**: A strong commitment to racial and economic justice and the labor movement; experience working with multi-racial communities and diverse coalitions. Familiarity with environmental justice issues and/or knowledge of area political context is a plus. Conversational Spanish is a must; fluency is a plus.
- **Working as a leader within a team**: Ability to work independently and collectively within a team, well organized, think proactively, possession of strong interpersonal communication skills, and emotional intelligence.
- **Dedication & Responsibility**: Passionate about winning change for workers and working class communities. Can balance multiple projects and work well under deadlines. Have a positive, can-do attitude, problem-solving skills, and a desire to learn.

Candidates who exceed these qualifications may be considered for a Senior Community Organizer position.

Terms of Employment: This is a full-time, salaried position compensated at $73,000 for entry-level staff and $76,000 for Senior staff. LAANE offers 100% Employer Paid Family Medical, Dental and Vision, and a 401(k). LAANE is a qualified federal student loan forgiveness employer.

Generous paid time off, including 12 personal days, 8 observed holidays, and 3 floating holidays each year. LAANE has a paid, two-week winter break at the end of each year. Employees can accrue up to 20 vacation days and 12 sick days. After 5 years of work, all staff are eligible to apply for 3 months of paid sabbatical leave.

The position is not a 9 to 5 job; it requires work on nights and weekends, as well as an expectation to participate in LAANE's broader work as assigned/needed for all LAANE campaigns and 'all hands on deck' actions. We are a proud union employer. This position is a bargaining unit position.

Application Process: Email cover letter, resume and contact information for three references in a single PDF document to organizerjob@laane.org. We will begin reviewing resumes on October 5th and will contact candidates we wish to interview at that time. We do not use AI as part of our hiring process, and want to hear directly from you about your commitment and experience in your cover letter, rather than from AI. The process typically includes a phone screen, panel interviews, and a thought exercise.

Affirmative Action: Women, LGBTQ, Black, Indigenous and People of Color are strongly encouraged to apply.