



Community Organizer

- **Do you believe in the importance of building *people power* to transform your community?**
- Does civic engagement and grassroots organizing get you excited?
- Do you believe food is a human right?
- Are you ready to apply your passion and skills to help one of the Bay Area's top non-profits — and a nationally recognized leader in hunger relief — demonstrate its community impact?

If this has you itching to get out there and make a change — Alameda County Community Food Bank could be looking for ***you*** as our next **Community Organizer**.

The Community Organizer will build on decades of successful community organizing work and help grow our hub of civic engagement and grassroots power within the Food Bank's existing infrastructure of community partners including clients, volunteers, agency partners, staff, and local organizations. This will include collaborating with local communities, along with local and state-wide organizations and/or coalitions to advance the policy fight against hunger — and promote racial and economic justice as a solution. The Community Organizer also coordinates our efforts to channel agencies and community members into grassroots organizing & advocacy actions. This position reports to the Community Organizing Manager and is responsible for helping to build and implement the framework for a community informed/community-led grassroots organizing & advocacy strategy in partnership with other Food Bank departments.

Alameda County Community Food Bank has been at the forefront of hunger relief efforts for 35 years. Through a network of more than 350 agency partners, we serve 1 in 4 community members throughout the county and will provide enough food for more than 50 million meals this year. We're changing lives.

With our latest strategic plan, we are setting a bold trajectory for the long-term work required to dismantle the systems that perpetuate poverty, including racism. Our staff regularly engage in conversations about race, class, power, and privilege as part of our organizational commitment to equity, diversity, and inclusion. Please learn more about our efforts at www.accfb.org.

KNOWLEDGE, SKILLS AND ABILITIES

Required Competencies

- 2-5 years of grassroots organizing or relevant experience (community outreach, social services, non-profit work, etc.).
- Bilingual Spanish English, Cantonese English, Vietnamese English, and/or Mam-English.
- Ability to build rapport & meaningful relationships with diverse individuals, especially those with lived experience of hunger.
- Ability to identify emerging leaders and their unique strengths and motivate them to contribute those strengths to a collective effort.
- Experience in public speaking.
- Experience in event coordination.
- Strong verbal and written skills to communicate effectively with people from a wide range of backgrounds.
- Strong organization and tracking skills. You keep projects moving, pay attention to detail, make sure things don't slip through the cracks, and meet deadlines.
- Demonstrated ability to work independently as well as collaboratively, and to handle multiple projects and priorities and meet deadlines.
- Ability to self-reflect and evaluate your own practice as well as our collective work; adept at seeking, implementing, and offering feedback.
- Ability to work some weekends and evenings and occasional light travel.

- Valid California Class C Driver's License, insurable driving record, and reliable access to a vehicle. This position requires 30-40% local travel during work hours.

Preferred Qualifications

- Knowledge of and experience with issues related to hunger and poverty.
- Demonstrated success in growing and developing an organized base of members, constituents, or community members.
- Deep knowledge of movement work in the San Francisco Bay Area
- Knowledge of Alameda County & City of Oakland political and economic landscape.
- Demonstrated commitment to racial, economic, and gender justice.
- Understanding of the fundamentals of organizing, including the difference between organizing and mobilization.
- Prior experience providing presentations and leading community outreach to a diversity of audiences.
- Strong group management and supervisory skills with the ability to communicate clear and comprehensive directions to a diverse population of volunteers.
- Strong computer skills in working with MS Office Suite (SharePoint, Word, Excel, Outlook, PowerPoint)
- Deep roots and relationships in Alameda County

PERSONAL ATTRIBUTES AND VALUES

- Demonstrated commitment to racial and economic justice, policy advocacy, and/or community organizing.
- Passion, enthusiasm, focus, and creativity around Alameda County Community Food Bank's vision, mission and values of community, leadership, transparency, innovation, and diversity.
- Deep belief that an organizer's job is to help people step into leadership and drive change in the issues that impact their lives and help them to thrive.
- A learning-orientation: humility and willingness to learn and grow; tendency to remain self-aware; sets and holds high expectations for self and others.
- Warm, congenial, and able to maintain cooperative working relationships.
- Strong team player; flexibility to balance operational and volunteer needs.
- Impeccable integrity and honesty.
- Strong work ethic with an orientation toward innovation and process improvement.
- Ability to identify and address problems as they arise; comfortable taking control of challenging situations; knows when to elevate issues to manager/supervisor.

PHYSICAL REQUIREMENTS

This work is located in both an office environment and community settings. Physical activities necessary in the performance of this job include the abilities to: sit for prolonged periods, move throughout the food bank in performance of duties, visit community settings, communicate in a clear speaking voice in person and over the phone, and ability to use a computer.

BENEFITS AND COMPENSATION

This is a full-time, non-exempt position working Monday through Friday, 8:30 a.m. to 5:00 p.m. (7.5-hour workday; 1-hour unpaid lunch). The non-negotiable starting salary for this position is \$35.58 per hour (approx. \$69,300 per year). We offer an outstanding benefit package including:

- Medical: ACCFB pays 100% for employees and 93% for dependents for our Kaiser HMO. Buy-up options to Blue Shield Platinum or Gold PPO plans are available.
- Dental: 100% employer-paid for employees and their dependents.
- Vision: Paid by employees.
- Paid time off starting at: 10 vacation days, 12 sick days, 11 holidays, and four paid early closures annually.
- Pre-tax Flexible Spending and Commuter Accounts.
- Employer-paid life, AD&D & LTD insurance, as well as buy-up options for increased coverage.

- 403(b) plan available on the first day with employer match after one year. Fully vested at three years.
- Employee Assistance Program for employees and dependents.
- Free 1:1 financial coaching and an interest, service fee and credit requirement-free short-term loan program.

If you meet these qualifications and want to join our mission, please *submit your resume, and answer the application questions on our careers page located at accfb.org/careers*.

Alameda County Community Food Bank honors our differences and is committed to creating a workplace that celebrates and reflects the diversity of our Community. Applicants who contribute to this diversity are strongly encouraged to apply. ACCFB provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability, or genetics. In addition to federal law requirements, ACCFB complies with applicable state and local laws governing nondiscrimination in employment in every location in which the ACCFB has facilities. 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.

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