



Title: Co-Organizing Director: Movement Politics and Electoral Campaign Strategy

Posting: April 2023

Closing Date: Open until filled

Type: Full time, salary employee

Location: Denver / Aurora Colorado + hybrid

Supervised by: Deputy Director

ABOUT THE ORGANIZATIONS

Colorado People's Alliance (COPA) and Colorado People's Action (CPA) are racial justice, member-led organizations dedicated to advancing and winning progressive social change locally, statewide and nationally. COPA is a power building organization, working with those directly impacted by our issues, to win on climate, economic, & immigrant justice. CPA builds power by mobilizing voters, electing our own people to office, holding elected officials and corporations accountable, and working to put people before profit.

Our work is conducted through a racial justice lens because we understand that systemic oppression is the root cause of the issues we work on. We believe that those who are closest to the pain should be the ones leading the work for change, which is why we have a member-led model to ensure our community leads our work.

POSITION SUMMARY

The Co-Organizing Director will work across our two sister organizations to advance our issue campaigns and win on building governing power through a grassroots base of directly impacted people. The Co-Organizing Director will work closely with the organizing team on ensuring that our organizers and member leaders have the tools needed to move our campaigns forward. The Director will work to ensure that our programs create a platform to co-create with our members and their stories and experiences lead our work for people power. The Co-Organizing Director will lead the planning and evaluation of our engagement with voters across the state by assessing issues most important to them, involving them in electoral campaign strategy and a co-governance model that furthers the relationship between those most directly impacted and elected officials so as to develop policies for change. Other projects as assigned and needed.

RESPONSIBILITIES

- Oversee overall membership recruitment and volunteer recruitment efforts to build our grassroots base and people power, and directly recruit new members and volunteers to lead and support the work of the organization
- Lead the movement politics and electoral campaign strategy and work with organizers to involve new members/volunteers (e.g. actions, events, meetings, canvassing, etc)
- Facilitate co-governing relationships with grassroots base



- Spearhead the candidate recruitment and the endorsement process, which includes questionnaire preparation, review of responses, and interviews of potential candidates
- Member of the management team and works with the organization's Directors to implement the mission and goals including communication strategies, policy development, member-engagement strategies and grassroots fundraising
- Responsible for the supervision and management of organizing staff, interns, and volunteers as assigned
- Utilize data systems regularly, including Every Action and the Voter Activation Network (VAN), to track and maintain field results to create data-driven analyses of our work
- Monitor and support the implementation of various projects related to tracking and reporting data, the performance of programs, and staff training
- Other duties as assigned by the Deputy Director

ORGANIZATIONAL RELATIONSHIPS

- Reports to Deputy Director
- Supervises Organizers and other organizing staff
- Works closely with the other Co-Organizing Director, Policy Director and members
- Works collaboratively with management team members

QUALIFICATIONS

- Excellent interpersonal skills and ability to build genuine relationships with grassroots community members and experience organizing in communities of color
- Have a deep commitment to a racial, gender and class equity and justice framework and to continuing to learn more about DEIB (Diversity, Equity, Inclusion, and Belonging), identity politics and a positive organizational culture
- Self-sufficient and an excellent team player who appreciates the experience and shares the ambition of our staff and members and stretches our work toward new campaigns, projects, and alliances
- Demonstrated ability to manage details and track information (e.g. EveryAction, VAN, Thrutalk, other platforms as needed)
- Is comfortable in the field working directly with grassroots leaders, canvassing and leading voter engagement efforts
- Experience in leading canvassing training and using VAN and EveryAction databases
- Experience in developing strategic campaigns with a background in civic engagement, economic, immigrant, climate, housing, and/or racial justice issues
- Experience leading a team and at least two years of supervisory experience
- Have at least 3-5 years of professional organizing experience
- Strong public speaking and facilitation skills
- Experience and/or willingness to fundraise



- Flexibility to work outside regular business hours that include evenings and weekends
- Access to reliable transportation
- Fluency in Spanish/English and other languages beneficial for this position

COMPENSATION/BENEFITS

This position is a full-time position. We have a comp time policy, generous vacation package, and sick days. We offer mileage reimbursement and cover 100% of health and dental insurance. Annual salary between \$70,000 to \$80,000 a year based on experience. This is an exempt position.

HOW TO APPLY

Send resume, cover letter and three references with the subject line "Co-Organizing Director Application" to apply@coloradopeoplesalliance.org. The position is open until filled.