

SCOPE builds grassroots power in South Los Angeles to eliminate the structural barriers to political and economic inclusion. As a membership-based organization, SCOPE fills a critical niche in the movement for social change—organizing marginalized communities of color and poor and working-class residents to ensure that they have an equal voice in the decision making process and the necessary pathways to realize opportunities for advancement.

Established in 1993 in response to the 1992 civil unrest in South Los Angeles, SCOPE was founded with the intent to tell and transform the untold story of disinvestment and neglect that preceded the lingering images of violence and destruction in the media. Since its inception, SCOPE has successfully built grassroots power through community organizing, leadership development, and alliance building to advocate for policies and programs that create employment and training opportunities for marginalized workers, and prioritize low-income communities for public investment.

Job Description Overview: Director of Organizing

The role of the Director of Organizing is to direct, develop and manage SCOPE's organizing and campaign goals, activities and outcomes. The Director is responsible for hiring and training organizing and campaign staff, directing organizing plans to recruit a powerful, active and politically conscious base, and developing a sustained and democratic organization among the multiple leadership and membership bodies of SCOPE. Alongside other SCOPE directors and senior staff, the Director also provides strategic direction to SCOPE's issue campaigns. Additionally, the Organizing Director is a part of SCOPE's Executive Management Team.

Duties and Responsibilities:

1. **Train and direct organizing and campaign staff** to effectively execute the following:
 - a. Grassroots Member Recruitment with poor and working class communities including: recruiting new members through door-to-door outreach, visits, house meetings; planning outreach and organizing activities;
 - b. Leadership Development of grassroots leaders and members on a variety of organizing topics including: member recruitment, facilitation and public speaking, planning, issue analysis, and campaign strategy;
 - c. Political Education of grassroots leaders and members on SCOPE's Theory of Social Change including: power analysis, worldview analysis and ideology, motive force analysis, legislative and electoral policy, and the corporate agenda.
 - d. Direct Action Campaign Development including: developing campaign strategy and tactical plans, coordinating campaign activities, organizing campaign actions, representing the organization in meetings with policy makers, allies, and coalitions.
 - e. Institutional Fundraising & Development including: developing and identifying new streams of funding, assisting in proposal writing, and maintaining extensive records on quantitative and qualitative metrics for grant reports.
2. **Develop, direct and implement issue campaigns** in collaboration with the Campaign Manager develop campaign scenarios, strategies and tactical plans; develop democratic processes to involve leaders, base and allies in decision-making, plan and execute SCOPE's campaigns; plan and execute SCOPE's voter engagement outreach and strategy during and in between election cycles.
3. **Collaborate and coordinate with other SCOPE components** including strategic planning and tracking of long and short term goals; drafting and coordinating annual and quarterly evaluations; planning and leading staff meetings; meeting regularly with development staff to shape foundation proposals and reports; providing training support with training component staff; ensuring administrative staff is kept abreast of organizing and campaign activities so they are able to develop and execute a logistics plan.
4. **Staff management** including direct supervision of lead organizer, community organizers, campaign manager and jobs coordinator.

Minimum Qualifications and Requirements:

- ✓ Commitment to the principles, mission, values, and goals of SCOPE
- ✓ At least 6 years' experience as a community and/or labor organizer
- ✓ At least 3 years' experience training, directing and supervising organizing staff
- ✓ Extensive experience developing planning materials, including annual and quarter plans, and executing these plans with various staff teams
- ✓ Knowledge of the issues affecting low-income communities in Los Angeles and of the Los Angeles political landscape
- ✓ Ability to motivate members, staff and allies to take action and a diversity of people, communities and cultures
- ✓ Strong interpersonal skills, collaborative attitude and excellent communication
- ✓ Ability to manage work and time effectively
- ✓ Ability to coordinate, present at and facilitate meetings
- ✓ Computer skills, including MS Suite (Excel, Word, Publisher, Power Point), familiarity with Google services (Mail, Calendar, Docs, Sheets, Slides), and database software (Access, PTP Powerbase)
- ✓ Willing to work extended hours, evenings and some Saturdays
- ✓ Ability to speak and write in Spanish not required, but a plus

We offer a competitive salary based on experience, full benefits (health/dental/vision/401(k)), excellent vacation, training and room for advancement. This is a full-time position. People of color, women, and people who identify as LGBTQ are encouraged to apply.

To apply send a cover letter and resume to "SCOPE/HR" via email, mail or fax:

scope-hr@scopela.org | 1715 W. Florence Avenue, Los Angeles, CA 90047 | fax (323) 789-7939

NO PHONE CALLS PLEASE