

SCOPE seeks a talented Senior Organizer

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: Senior Organizer

The role of a Senior Field Organizer is to model effective community organizing thru new recruitment and the building of an active, politically conscious grassroots leadership and base; assist in the training and coordination of SCOPE's team of organizers; assist in the design and implementation of strategic organizing and campaign plans; coordinate special projects and tactical coalition efforts; and consistently represent the vision of SCOPE in the social and economic justice movement. Senior Field Organizers work closely with the Director of Programs to assure the organizing team reaches its goals.

Duties and Responsibilities:

1. **Grassroots Organizing:** thorough knowledge, understanding and effective application of grassroots organizing skills including the ability to plan, lead and direct others in:

Grassroots Membership Recruitment with poor and working-class communities including: recruiting new members through door-to-door outreach, visits and house meetings; planning/coordinating outreach and organizing plans; and building an effective, democratic grassroots organization.

Political Education of grassroots leaders and members on SCOPE's evolving Theory of Social Change including: social change goals, an analysis of the problems and conditions and root causes of those conditions (power analysis, worldview analysis, motive forces analysis, racist corporate agenda) and strategies for winning social change.

Leadership Development Training of grassroots leaders and members on a variety of organizing topics including: member recruitment, facilitation and public speaking, organizing planning, issue analysis, campaign development, democratic participation, and organizational development.

Project Management Manage, lead and coordinate strategic organizing projects as needed.

Direct Action Campaign Development including conducting issue research and analysis, developing strategy and tactical plans, coordinating campaign activities and coalitions, organizing campaign actions, representing the organization in campaign meetings with policy makers and targets, and recruiting and sustaining coalition allies.

2. **Staff Training and Coordination:** training interns and full-time staff in grassroots organizing; coordinating staff and grassroots leader projects; developing and tracking organizing plans and results.

Minimum Qualifications and Requirements:

- Commitment to the political vision, strategies, and organizing standards of SCOPE
- Must have at least 2 years of experience as a community/labor organizer
- Must have experience in training and coordinating staff and grassroots leaders
- Must have experience in political landscape analysis
- Must have the ability to work with a diversity of people, communities, and cultures
- Must be hard-working and willing to work long hours, including evenings and some Saturdays
- Must be self-driven, take initiative and have strong problem-solving skills
- Skilled in Microsoft Word, Excel, Power Point and Access

Compensation & Benefits: Fully paid benefits (health/dental/vision), 401k, generous vacation and sick time, professional development, and room to grow professionally. SCOPE is a values- based organization committed to challenging discrimination and oppression in the hiring process.

To Apply: Send 1) cover letter and 2) resume via email to info@scopela.org. Please include “Senior Organizer” in the subject line. The position is open until filled.

NO PHONE CALLS PLEASE