



COMMUNITY ORGANIZER

DEPARTMENT: Community Engagement
REPORTS TO: Program Manager
CLASSIFICATION: Non-Exempt

OF HOURS: Full-Time, 40 hrs
PAY RATE: \$18.00 - 19.00 per hour

POSITION PROFILE:

The Community Organizer is responsible for the development and ongoing support of the Youth-led Community Advocacy Coalition. The Coalition aims to address disparities in gang involvement, violence perpetration, violence victimization, and opportunities for healing among youth who live in the communities of the Opportunity Zones in San Diego. Under the supervision of the Program Manager, the Community Organizer will guide young people in advocating for social change in a systematic, deliberate, and collaborative way. This position is funded by the OJJDP Comprehensive Anti-Gang Programs for Youth.

ESSENTIAL JOB FUNCTIONS AND RESPONSIBILITIES:

- Recruit and engage youth participants for the Youth-led Community Advocacy Coalition
- Assist youth taskforce members in the development of projects, goals, objectives, and policies
- Identify youth and community members with strong leadership qualities and assist them in advocating for institutional and social change while building up their community connections
- Facilitate training for community members, including youth, around specific skills including violence prevention, addressing public officials, and interaction with public institutions, communicating, community group planning processes, and policy development
- Build a working knowledge of the target region's communities and build relationships with youth, key community members, community organizations, law enforcement, residents, businesses, elected officials, and others
- Develop creative solutions for community organizing challenges and promote systems change
- Other tasks as assigned by the Program Manager

QUALIFICATIONS (Education, Experience and Certifications):

- Bachelor's Degree in Public Administration, Psychology, Public Health, Education, Social Work, Business or related field preferred
- Minimum 2 years of relevant experience in community organizing, community advocacy, community development, social services, public health, or related experience
- Experience with gang intervention, violence prevention, and youth development
- Experience in working with policymakers and/or law enforcement
- Experience in working with gang-impacted, justice-involved, and/or opportunity youth
- Experience working with and respect for diverse cultures
- Demonstrated effectiveness in working within a collaborative environment



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- Experience in public speaking and leading presentations
- Have access to reliable transportation and willing to use it for job-related tasks, including transporting community members and youth

KNOWLEDGE, SKILLS AND ABILITIES:

- Proven ability to work with diverse communities, organizations, and constituencies
- Ability to work with and empower youth with a diversity of lived experiences
- Knowledge of community organizing and advocacy practices and techniques
- Knowledge of criminal justice system, and related policies and practices
- Knowledge of youth development and youth engagement practices and techniques

WORKING CONDITIONS:

ENVIRONMENT: Office and off-site functions. Typically, an office environment with adequate lighting and ventilation and a normal range of temperature and noise level. SAY San Diego is continuing to monitor state and federal guidelines related to COVID. At the time of hire, the position may require temporary telework.

PHYSICAL REQUIREMENTS: While performing the duties of this job, the employee is regularly required to sit, use hands and arms to perform repetitive motions. The employee must occasionally lift and/or move up to 10 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, and ability to adjust focus. Moderate dexterity application of basic skills (calculator, keyboard, hand eye coordination, etc.).

MENTAL: Must be able to relate well to all people of the community regardless of color, national origin, religion, sex, pregnancy, age, marital status, veteran status, sexual orientation, disability or socio-economic level. Must be emotionally mature, stable, tactful and be able to provide professional leadership.

The Job Description is intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.