



**Job Title:** Director of Organizing and Community Partnerships

**Reports To:** CEO

**Status:** Full-time, exempt position

**Location:** Temporarily remote, but position is required to be Colorado-based

## About the Organization

**Hunger Free Colorado**, a statewide nonprofit organization, connects people to food resources to meet existing needs and drives policy, systems and social change to end hunger. As the state's leading anti-hunger advocacy organization, Hunger Free Colorado is dedicated to achieving a future in which all Coloradans have equitable access to the nutritious food needed to thrive and reach their full potential.

The organization is committed to achieving racial, economic and food justice and seeks employees who share these values. In 2020, Hunger Free Colorado adopted a new vision for our staff experience: "Employees can exercise influence at all levels of the organization and are provided relevant and intentional opportunities to grow as professionals and people."

## Job Summary

Hunger Free Colorado is seeking a dynamic and creative Director of Organizing and Community Partnerships to lead Hunger Free Colorado in developing a powerful organizing-based, community-driven and racial equity-centered approach to policy and systems change.

## Principal Duties and Responsibilities

- Develop and implement state-wide organizing models to ensure that Hunger Free Colorado's state and federal anti-hunger policy advocacy is shaped and driven by directly impacted community members and grassroots partner organizations, with a focus on communities of color and BIPOC-led organizations
- Lead Hunger Free Colorado's Community Council, ensuring its success in supporting leadership development of a diverse, statewide group of community members with lived expertise of food insecurity that help guide our work

- Work in concert with the Community Engagement and Child Nutrition Manager to develop and implement a statewide promotora/organizer network focused on promoting equitable access to child nutrition programs for immigrant families
- Partner with the Director of Public Policy to develop and oversee coalitions and community-driven campaigns that seek to improve and increase access to government nutrition programs, such as school meals and SNAP
- Guide organizing, coalition-building and community partnerships that support the development of equitable local food systems, including through our Colorado Food Pantry Network and Farm-to-Food Pantry Initiative
- Lead the development of new intersectional organizing-based partnerships that integrate food, economic and racial justice advocacy
- Provide organizing and grassroots advocacy training, in partnership with the public policy department, to support local community organizations and community members, especially those with lived expertise, in advocating at the local, state and federal levels
- Develop and facilitate trainings on community organizing for staff, partners and community members that support movement-building
- Work with the public policy and communications departments to grow our e-mail and text-based Action Network
- Partner with the development department to identify and pursue funding opportunities to support and grow the work of the department, and the organization as a whole
- Provide supervision to staff through effective feedback, intentional coaching and thoughtfully crafted performance evaluations
- Serve as a leader and participant in internal work groups, planning and evaluation that contributes to a high-functioning, transparent and equitable workplace

### **Required Knowledge, Skills and Experience**

- At least 5 years of paid community, union or political organizing work that advanced economic and racial justice; state-wide organizing experience is preferred
- At least 5 years of experience supervising and managing staff, including developing workplans, providing feedback, guidance and training, and seeking and offering opportunities for professional development
- Strong understanding of, and ability to train on, the core principles of organizing
- Extensive experience working with low-income and immigrant communities of color

- Strong familiarity with community-driven models of policy change
- A demonstrated capacity to plan, implement, coordinate, and evaluate a broad range of successful campaigns; ability to integrate digital organizing is a plus
- The ability to develop and maintain relationships, partnerships, and coalitions of organizations and community members/leaders at the local and state levels
- Strong intersectional analysis of how structural racism, classism, and gender discrimination contribute to hunger and poverty
- Capacity to think strategically and analytically about social, economic, cultural, and political issues affecting communities
- Familiarity with food systems and government nutrition programs is a plus
- Possess excellent written and oral communication skills
- Self-starter, creative, highly motivated, with the ability to juggle multiple tasks and campaigns
- Expert in facilitating meetings, and designing and facilitating trainings
- Demonstrated willingness to collaborate and an openness to learning and implementing feedback
- Exceptional interpersonal and ethical communication skills to work with a variety of work styles, diverse backgrounds, and personalities
- Experience managing departmental budgets and spending
- Spanish-language fluency is strongly preferred
- Knowledge of the Colorado organizing landscape is preferred

## **Work Environment**

- For now, during the COVID-19 pandemic, the position will work remotely with access to the team through Microsoft office platforms
- This position is required to be Colorado-based during and after remote work
- Ability to work in a variety of community-based settings with individuals from differing backgrounds, cultures, political and religious beliefs and practices
- Willingness to work a varied schedule beyond core office hours, including some evening and weekend events
- Ability to drive to and from meetings and events

## **Compensation & Benefits**

Salary range for this position is \$80,000-\$90,000, depending on qualifications and experience. Hunger Free Colorado offers an exceptional benefits package including health, dental, and vision insurance coverage with a generous subsidy for health insurance premiums, life, short-term disability and ADD insurance provided at no charge, employee assistance program, retirement plan, paid vacation, sick leave and

personal time, two additional paid floating holidays, and eight + standard annual holidays depending on the year.

Hunger Free Colorado is an equal opportunity employer. We are committed to creating a diverse and equitable work environment and we strongly encourage applications from people of color, women, members of the LGBTQ community, people with disabilities, veterans and people of diverse national origin and religion.

Hunger Free Colorado expressly prohibits any form of workplace harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status.

Hunger Free Colorado will not discriminate or retaliate against applicants who inquire about, disclose, or discuss their compensation or that of other applicants.

## **Application Process**

To apply, please **send a resume and cover letter** specifically demonstrating your qualifications in the areas identified under Required Knowledge, Skills, and Experience as one document titled "LAST NAME\_FIRST NAME Director of Organizing" to [hr@hungerfreecolorado.org](mailto:hr@hungerfreecolorado.org). Review of resumes will begin immediately, and the position will stay open until we select a candidate. Expected start date of early to mid-July 2021.