



Job Description: Director of Community Organizing **Prepare to make at least a 2-year commitment**

Girls for Gender Equity (GGE) is an intergenerational organization committed to the physical, psychological, social and economic development of girls and women. Through education, organizing, and physical fitness, GGE encourages communities to remove barriers and create opportunities for girls and women to live self-determined lives. GGE's multi-layered work falls under two closely linked programs—Community Organizing and Urban Leaders Academy. All programming is based in underserved communities of color and mobilize at the intersections of gender, race and class equity.

GGE's Community Organizing program mobilizes youth and adults toward advocating for sustained change in their communities through educational campaigns, participatory research, coalition building, and direct action. Within GGE's dynamic and holistic model of organizing, young women are offered programming which: presents tangible skills in organizing and leadership development; nurtures sisterhood; and offers both age specific and intergenerational opportunities. Notably, GGE's Founder/Executive Director and Director of Programs have training in social work, which imbues our organizing work with a unique person-in-environment, strengths based perspective.

While GGE's work is informed by an intersectional analysis of social justice, community needs have shaped our historical focus on sexual harassment in schools under the auspices of Title IX. Currently at a pivotal point in our organizational development, Girls for Gender Equity is seeking a full-time, Director of Community Organizing (DCO) that will help us to broaden our gender justice analysis and reach, and to strengthen the impact of our successes in community organizing and advocacy. The DCO should be firmly grounded in feminist/womanist theory, have strong community organizing expertise, be excited at the prospect of growing with our organization, and welcome the opportunity to be a thought partner and team member to a small but exceptional staff.

Duties and Responsibilities

Organizing Campaign Management:

- Lead strategic growth and deepen impact of CO program.
- Manage CO initiatives.
- Design major campaigns.
- Spearhead relationship-building and cultivate meaningful collaborations with community leaders, local politicians, and community-based organizations.
- Develop strategic action goals for CO program in collaboration with GGE stakeholders.
- Mobilize community members and the GGE team to fulfill organizing goals.
- Represent GGE at local events, community gatherings, workshops, trainings and to community leaders, local politicians, and community-based organizations.
- Represent the agency with local and state government officials, in the media, and with private organizations – this may require traveling out of state.
- Facilitate youth organizing campaigns, including curriculum and program development.

Program Management and Evaluation:

- Serve on GGE senior leadership team.
- Significantly grow CO Programming and GGE's organizing vision.
- Create professional synergy and seamless programmatic integration with other GGE programs.
- Work closely with GGE's Community Organizer, both as a coach and thought partner.



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- Coordinate, collaborate, and strategize in tandem with Urban Leaders Academy Program Director.
- Develop program logic model and work plan.
- Work with the Director of Programs, CO staff and participants to develop and evaluate organizing strategies.
- Generate new program ideas and work with teams to implement and carry out programming related to health, social work, education, employment, and community organizing.
- Carry out program goals and objectives.
- Monitor and evaluate community organizing program, practices, and initiatives to ensure quality and effectiveness; make recommendations for improvement.
- Effectively align program staff support and operations with long-term agency goals and expectations.
- Create a database to track members/participants and progress towards achieving success indicators.
- Present programmatic elements of GGE in a compelling manner to prospective funders and other supporters.
- Act as a resource for management and staff by providing technical support within area(s) of responsibility and expertise.

Supervision:

- Hire and supervise staff, interns, and volunteers for all community organizing initiatives, including determining workload and delegating assignments, training, monitoring and evaluating performance, and initiating corrective or disciplinary actions.
- Provide task supervision of Masters level social work interns.
- Conduct orientation for interns and new program employees.
- Encourage staff/intern development and education.
- Foster a team-oriented, supportive, accountable work environment at GGE.

Core Competencies

- Excellent community organizing skills; demonstrated success in organizing, strategizing, and following through on organizing campaigns.
- Bring inspirational presence, reliable leadership, and enthusiasm for GGE's mission and vision, to community meetings, task forces, and other strategic sites.
- Excellent individual and group communication skills (written and verbal); finesse in applying these skills across a range of relationships and environments, including with program participants, co-workers, and other colleagues in the field.
- Strong program planning and evaluation skills.
- Ability to handle a variety of projects and assignments at once with attention to detail.
- Excellent time management, project management, and delegation skills.
- Ability to effectively communicate and build relationships with a wide variety of constituents including youth, parents, health and human services professionals, teachers, and school leaders.
- Ability to work both independently and as a team member.
- Ability to apply creative and critical thinking to improve existing programming.
- Familiarity with the New York City Public School system community preferred.



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Qualifications and Experience

- MSW desired, not required.
- SIFI certification desired, not required.
- Master's degree in a field related to social service or self-help (such as Public Health, Substance Use, Mental Health, Reproductive Justice) and three years of significant, related community organizing experience OR five or more years of significant, related community-organizing experience.
- Understanding and analysis of the systemic nature of oppression, particularly the intersection of gender, race, sexuality, and class; this position requires a commitment to and passion for social justice.
- Comfort working in underserved communities of color.
- Knowledge of youth development models and experience supporting leadership development of young people.
- Interest in being part of a learning environment and in supervising Interns.
- Desire for and comfort with young people taking the lead; the candidate must be able to motivate youth and support youth self-determination while also creating and enforcing systems of accountability.
- Flexibility and willingness to grow in response to youth needs or changes in the field.
- Ability to work as a part of a diverse team inclusive of various experiences of race, sexuality, gender, ability, or age.
- Excellent ability to plan and organize a demanding workload.
- Understanding of how to create, and carry out, logic models and work plans.
- Outstanding computer skills (particularly Microsoft Office programs) and proficiency in utilizing the internet.
- Knowledge of and experience working in the NYC public schools is a plus.

Compensation and Benefits

Compensation is competitive and commensurate with experience including full health care benefits and paid vacation.

The candidate must be prepared to make at least a 2-year commitment to this position.

How to Apply: Email a cover letter and resume to jns@ggenyc.org - No phone calls or faxes will be accepted.

Girls for Gender Equity (GGE) is an equal opportunity employer and strongly encourages applications from people of color, women, persons with disabilities and LGBTQ applicants.