



Khmer Girls in Action

LIKE A LOTUS, WE RISE

1085 Redondo Avenue, Long Beach, CA 90804 phone: (562)986-9415 fax (562) 986-9416 www.kgalb.org

Job Title: Lead Organizer

Hire Date: Until filled

Terms: Full Time Employee, Salaried, Exempt

Salary: \$58-68k DOE

Benefits: Excellent benefits package including health insurance (medical, vision and dental), 403(b) retirement, and generous sick, vacation, personal, and holiday time off.

Location: Long Beach, California

Khmer Girls in Action (KGA) mission is to build a progressive and sustainable Long Beach community that works for gender, racial and economic justice led by Southeast Asian and Khmer young women. KGA develops the leadership and power of Southeast Asian youth to lead campaigns to create social change.

The Lead Organizer primary responsibility is to lead and coordinate KGA's grassroots youth organizing work in Long Beach through base-building, leadership development, and other activities with high school students and lead in KGA's local and statewide organizing campaigns.

This position will oversee the base building and campaign work. We are looking for someone who will be both a junior strategist in the organization as well as work intensively with our organizing director and team to help them reach their fullest potential in base-building, leadership development and winning strategic issue campaigns at the local, state, and federal levels. The ideal candidate for this position will be someone who has a vision and strong desire to build KGA's power, but also loves to implement movement work, and work directly with organizers and youth leaders to build a strong, powerful base. This position is for someone who prefers being in the field, working with organizers and leaders to get them to be the best organizers and leaders possible within communities of color.

JOB DUTIES & RESPONSIBILITIES

- Lead & coordinate community organizing and campaign efforts - support with developing, planning, and implementing campaign plans with a team of staff and youth organizers.
- Coordinate campaign activities that include, youth-led research, delegation meetings, direct actions, and electoral organizing.
- Including, but not limited to current priorities around Participatory Budgeting, resource expansion for youth development, and other power building strategies.
- Participate and/or represent KGA in local, county, statewide or national coalitions, networks, or ally events that build KGA's visibility, community solidarity, and advance campaign efforts.
- Provide strategic vision and direction for, lead organizations campaign strategy to pass public policy and win concrete improvements in impacted communities.
- Develop and mentor a team of youth organizers and ambassadors leading campaign work.
- Support leadership development, skills building and political education work and ensure youth organizers are integrating and executing the leadership development model on a regular and consistent basis.
- Work with the organizing director and organizing team to manage local, statewide and national alliances and



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partnership to advance issue campaigns.

- Support overall organizational development and implementation of the strategic plan.
- Prepare written reports, meeting summaries, and related materials as required.
- Advise and guide campaign strategy on a local, statewide and national level.
- Implement organizing strategies with organizing & program team to achieve its mission, campaigns, and programs.
- Establish and maintain strong collaborative working relationships with key educational alliances to support KGA's Campaigns and ensure the SEA community has a voice.
- Conduct research and public policy analysis on issues impacting youth, education and KGA's campaigns & programs.
- Collaborate with the Executive Director to ensure youth organizing is meeting grant deliverables.
- Facilitate, coordinate, and create curriculums for organizers and youth leaders as one of the Leadership Development Programs
- Lead Participatory Action Research project to develop a community organizing campaign.
- Prepare monthly, quarterly, and annual program reports to the Executive Director and Organizing Director
- Assist in the development of campaign and organizing budgets.
- Establish relationships with youth organizing, social justice groups and organizations to build movement work.

QUALIFICATIONS and REQUIREMENTS

- The ideal candidate is a seasoned organizer, a strategic campaign planner, and an experienced staff leader with grassroots organizing experience, and experience in building and leading teams:
 - **Minimum 2** years of community organizing and campaign development experience or relevant experience working in youth, community or labor organizing field.
 - **Minimum 1** years of supervising and/or staff managing experience.
 - Experience in the following areas: campaign strategy, power mapping, curriculum development, base-building, leading alliances, youth development
 - Strong commitment to gender, racial, economic justice, and youth empowerment.
 - Strong interpersonal and team-building skills, particularly with high school students. Ability to connect, energize, inspire, and move young people to action.
 - Ability to work independently, or collaboratively with a team to achieve goals.
 - Strong creative, problem-solving, and critical thinking skills.
 - Ability to handle multiple projects & responsibilities simultaneously and meet deadlines to achieve overarching goals.
 - Strong organizational skills, attention to detail and follow-through
 - Excellent communication skills, both verbal and written – ability to communicate complex ideas in a straightforward, culturally, and linguistically appropriate manner.
 - Available to work flexible hours, including evenings and weekends.
 - Valid California driver license, insurance, and reliable access to a vehicle.



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Preferred Qualifications:

- Fluency in a second language, preferably Khmer

HOW TO APPLY

Please send a resume and cover letter, demonstrating your interest and qualifications, and at least three references to jobs@kgalb.org with the subject line "Lead Organizer – your name."

KGA is an equal opportunity employer. People of color, women, people who identify as lesbian/gay/bisexual/queer/transgender and people with disabilities are highly encouraged to apply.

This position will remain open until filled; early applications are strongly encouraged.