



Organizing Manager

The Organization:

Azul is a Latinx led and serving environmental justice organization focused on ocean stewardship. We are small, nimble, and extremely mighty. Founded in 2011, Azul has been instrumental in the CA plastic bag ban, shark fin ban, and in expanding access to the state's coasts. Our work is rooted and guided by equity, social justice, and intersectionality. For more information, check out www.azul.org.

Azul is an independent operating project of the nonprofit umbrella organization, Multiplier, a nationally recognized nonprofit with a growing portfolio of innovative initiatives that conserve and protect a sustainable and resilient world (www.multiplier.org), and is headquartered in San Francisco. This position is remote, but highly desired to be in a high Latinx Coastal community.

The Position:

We are a fast-growing non-profit organization and we are looking for a full-time Organizing Manager, who will help to build and lead the grassroots organizing campaigns, grounded in a community centered theory of change, and focused on ocean conservancy and environmental justice priorities. The Organizing Manager will report to the Executive Director and will be responsible for amplifying Azul's #LatinosMarinos program and for engaging advocates nationally. We are looking for an Organizing Manager with extensive experience in project management, base building, and leadership development, training and coaching. The Organizing Manager must be a compelling coach with experience training and supporting organizers and community leaders of color and will be an ambassador for Azul at various meetings and events to amplify the organization's profile.

Responsibilities:

- Collaborate with Azul's leadership to develop, implement and evaluate issue organizing campaigns that build a strong base of active members and leaders.
- Manage the #LatinosMarinos Program (plan development / implementation / execution)
- Provide direction and management, develop individualized and detailed goals and work plans, and support organizers and community leaders via steady mentorship to ensure programmatic goals are met.
- Lead the team to build and execute strong and effective grassroots strategies to recruit new members and help develop strong community leaders that drive issue campaigns focused on environmental justice priorities.
- Ensure that all are adequately trained and supported to implement traditional grassroots community organizing strategies, such as phone banking, door-to-door canvassing and house meetings, as well as digital and online organizing.



- Develop and test effective and new organizing strategies, tactics, and tools that engage our communities and leaders, resulting in local policy victories on environmental justice priorities, and formation of strong, creative partnerships.
- Ensure that our team and community leaders have the tools to successfully design, implement, and adjust issue campaigns such as power mapping, media, public and online engagement, grounded in community centered theory of change.
- Support the organizing work in coalition building efforts, including identifying and developing relationships with local organizations (e.g. cross movement organizations, faith-based groups, environmental justice groups, etc.) and leaders who can become effective partners in campaigns.
- Develop tracking systems, tools, and structures that provide strong clarity, and accountability for organizers, promotores, comites, and issue campaign implementation.
- Work with Communications and Digital team to implement compelling, creative art, culture, and storytelling tactics into Azul's organizing and campaign efforts.
- Leverage data and research effectively to set, track and achieve organizational goals, engage community leaders in campaign progress, move them up the ladder of engagement, and build committees / chapters.
- Provide timely reports to the Azul's leadership about the issue campaign and organizing progress.
- Other responsibilities as assigned.

The Ideal Candidate:

You have an entrepreneurial spirit, can work independently but are also collaborative when building coalitions. You are an energetic self-starter with a proven ability to assess situations and effectively implement the strategic vision of Azul's mission. You are a seasoned communicator with a solid reputation for comprehensively building brand visibility and a strong background with engagement and outreach. You are also technically savvy and comfortable working across a full range of communication and outreach tasks from strategic planning to media relations.

You are highly relational, you listen closely, and are curious about and empathize with other points of view and excel at people-building. Your strong planning and adaptability allow you to juggle many balls in the air and you value being part of a cohesive, dedicated, and nimble team who are passionate about Azul's mission.

Qualifications / Skills:

- **Work Experience:** Required: 4-6 years experience at leadership level work on community or labor organizing movement building efforts, including several years of direct supervisory experience, staff and volunteer leadership training experience. Must also have experience in issue organizing campaigns with communities of color, and working with coalition partners. Experience developing and overseeing issue campaigns driven by community organizing, including campaign planning, accountability measures, and tracking progress.
- **Skills:** Required – Exceptional supervision and coaching skills, including managing staff. Knowledge of community organizing, political education, and movement building. Excellent written and verbal communication skills, including the ability to write and implement training



curriculum and organizing tools. Ability to partner and collaborate with the existing Azul's team and represent the organization to a variety of audiences and mediums.

- While Spanish-language skills are not required for this position, Latinx cultural fluency is a must.
- Preferred – Fluency in EveryAction (or similar database systems), Google and Office Suite. Familiarity with the IRS rules regarding 501(c)(3) and 501(c)(4) organizations.
- Cultural Competencies: Demonstrated awareness of one's own cultural identity, views about differences, and the ability to learn and build on varying cultural and community norms. Commitment to equity and inclusion as an organizational practice and culture. Proven track record of successfully working across lines of race, immigration status, ethnicity, language, class, gender and other identities and experiences. Familiarity with the complexity of issues and obstacles facing communities' of color engagement in the environmental movement.
- Conditions: Ability to work hours exceeding stated office hours as needed; ability and willingness to travel for staff retreats, meetings and professional development opportunities.

Salary and benefits:

Multiplier provides a comprehensive compensation package, including competitive salary (\$70k-75k), excellent medical and dental benefits, retirement savings, and generous vacation and sick leave policy.

How to apply:

Applications will be accepted until the position is filled. Send us your résumé and cover letter to jobs@azul.org with "Azul Organizing Manager" in the subject line explaining why you are interested in this position. Please describe your relevant experience and qualifications. We respectfully request no follow-up calls or emails.

EEO statement:

Multiplier and Azul celebrate diversity and are committed to building teams and partnerships that represent a variety of backgrounds, perspectives, and skills. Multiplier and Azul are also committed to providing an environment of mutual respect that is free from discrimination and harassment. Multiplier and Azul prohibit discrimination in its governance, programs and activities on the basis of race, color, national origin, age, disability, religion, gender, sexual orientation, gender identity, genetic information, political beliefs, reprisal, marital status, amnesty, status as a covered veteran, because all or part of an individual's income is derived from public assistance, or for any other non-merit based factor.