



Communities united for Restorative Youth Justice

Building community from the ground up!

www.curyj.org

Job Description Lead or Senior Organizer

Job Title: Lead Organizer
Reports to: Director of Campaigns and Organizing
Hours: Full-time, 40 hours/week

ABOUT CURYJ

Born by organizing systems-impacted youth of color and young leaders to defeat Oakland's gang injunctions in 2010, CURYJ's mission is to unlock the leadership of young people to dream beyond bars. CURYJ's creed is that we must – transform, not reform - the systems that have harmed communities of color for generations, most notably the criminal (in)justice system. Guided by our Theory of Transformation and Liberation (TOTAL), CURYJ believes *that by uplifting the voices of systems-impacted young people of color through leadership development, advocacy and movement building, and community healing, then we can end youth incarceration in California by 2030, and beyond.*

ABOUT THE POSITION

This is the ideal position for someone wanting to “upset the set-up”—bringing back power and voice to systems-impacted youth of color, their families, and communities.

Seeking an extremely bright, dedicated individual with a passion for racial and economic justice and building a movement led by those most directly impacted by systems of oppression, the ideal candidate has strong roots in the community, is a strategic thinker & understands the need for short term and long term goals and victories. The Lead Organizer will possess an ability to bring solutions-oriented approaches to dealing with conflicts, is a strong team player, and is committed to their own and team's development and growth.

Reporting to the Director of Campaigns and Organizing (DCO), the Lead Organizer will champion efforts to grow the size, scope, and effectiveness of CURYJ's local and regional campaign and organizing efforts. The Organizer will play a central role in ending youth incarceration in CA, and beyond, by engaging members, partners, allies, and unlikely allies to move our campaigns and policies. Working closely with and supported by CURYJ leadership and staff, as well as systems-impacted youth enrolled in our Dream Beyond Bars and Homies for Justice programs, the Organizer will be help lead CURYJ's local and regional campaigns and organizing work, including: planning and executing sophisticated and winning campaign

strategies that are aligned with TOTAL; organizing activities, events, community meetings, to support systems-level change, while holding government stakeholders accountable; and facilitating alignment and collaboration between our Youth Leadership, Community Healing, and Communications departments to ensure the success of local and regional campaigns.

PRIMARY RESPONSIBILITIES

- Assist in developing and executing specific digital & grassroots strategies to recruit, engage, and build the leadership of directly impacted youth and individuals to join our membership and advance our campaigns. We define "directly impacted" as anyone that is formerly or currently incarcerated, including their family members
- Engage in the coordination, planning & cultivation of community outreach to support our events, requiring strong event planning & in-person mobilization and support
- Lead events related to CURYJ's organizing strategy, including direct actions and community healing events related to government-sponsored-killings
- Prepare, mobilize & turnout members for events, including hearings, conferences, rapid response, direct actions, mutual aid support, etc.
- Assist in developing systems to train interns, participants, and volunteers for the purposes of executing organizing objectives, support base building and retention of participants and volunteers
- Supervise organizers, maintaining regular supervision and check-ins that create a learning environment supporting staff, fellows, and interns in doing their best work
- Act as a representative for CURYJ in coalitions, memberships, and relevant conferences, meetings, and trainings and report back to the organizing team
- Act as a liaison for CURYJ with/to various allies and organizations, such as labor, faith, other social justice related non-profits, and other youth/family organizations as necessary
- Represent CURYJ publicly as a spokesperson, as necessary
- Attend relevant hearings and meetings and provide testimony and statements, as necessary
- Work with program youth, program alumni, volunteers, and interns to assist in outreach and organizing goals

QUALIFICATIONS & COMPETENCIES

- At least five years of community organizing experience, including base-building, and program management experience
- Technical proficiency in organizing strategies, as well as creativity, passion and vision to challenge the status quo
- Preference for experience in organizing around social justice issues of particular interest to CURYJ, including but not limited to youth justice, criminal injustice, decarceration, immigrant rights and community investment
- Experience in organizing-related strategies, including collaborating with state-wide, local, and regional coalitions
- Exceptional communication skills for working effectively with a variety of staff members and multiple stakeholders, including but not limited to the ability to facilitate and write persuasively and clearly

- Excellent analytical, interpersonal, listening and organizational skills
- Ability to manage multiple tasks in a variety of different areas with ease
- Ability to work well with diverse groups of people, particularly young leaders, and a commitment to diversity, equity and inclusion in the workplace
- Capacity to take initiative, manage multiple tasks simultaneously, work independently and meet deadlines
- Deep commitment and understanding of youth justice issues and elevating the voices of systems-impacted young people
- Ability to work independently and collaboratively, delegate, and shift between those strategies with ease
- Flexibility to work during non-traditional work hours (evenings and weekends)
- Relentless drive, tenacity and willingness to do what it takes to advance our mission and values

COMPENSATION & BENEFITS

Compensation is commensurate with experience, ranging from \$70,000 - \$75,000 annually.

This position is exempt full time with excellent benefits, including 100% coverage of employee's medical (highest Cal Choice package included), \$25,000 life insurance plan, vision and dental; and an option to enroll into a 403(b) plan. In addition to 2 weeks paid vacation per year + a 2 week "office shut down" during the December/January holidays, CURYJ provides the following paid holidays: *New Year's Day, Martin Luther King Jr. Day, President's Day, Cesar Chavez Day, Memorial Day, July 4th (Independence Day), Labor Day, California Native American Day, Veteran's Day, Thanks"taking" Day, The Friday after Thanksgiving Day, Your Birthday.*

EQUAL OPPORTUNITY EMPLOYER & COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

CURYJ is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, educational background, protected veteran status, or any other characteristic. We strongly encourage formerly incarcerated and/or those that identify with the LGBTQ+ Community to apply. Please visit our website to learn more about our work:

www.curyj.org.

Interested applicants, please submit your cover letter and resume to search@curyj.org.