



SYRACUSE ORGANIZER JOB DESCRIPTION (Congressional District 22)

Job Title: Syracuse Organizer

Position: Full-time, short-term exempt.

Start Date: August 26 - November 29, 2024 (14 weeks)

Reports To: Senior Lead Organizer, Caring Majority Rising

Salary: \$1,431 - \$1,555/week (based on annual salary of \$74,438 - \$80,838)

Work location: Syracuse, New York

Organizational Background

Caring Majority Rising (www.caringmajorityrising.org) is a political organization of people with disabilities, older adults, family caregivers, and home care workers. We are organizing to build a sustainable and just caring economy. We call for greater investments in home and community-based care, as a necessary means to meet our broader goal of dignity, self-determination, access and justice for all. Caring Majority Rising is a fiscally sponsored project of Bend the Arc Jewish Action which is a 501(c)(4) organization.

Caring Majority Rising's goals are:

- To make long-term care services and supports affordable and accessible to all New Yorkers who require additional support to live independently - this includes passing the NY Health Act;
- To improve the quality of long-term care jobs and create the caregiving jobs we will need to meet our communities' growing demand; and
- To mobilize our base to build the power we need to transform our communities to become interdependent, caring and resilient.

POSITION DESCRIPTION

The Syracuse Organizer will focus on growing Caring Majority Rising's membership base and developing the leadership of home care workers, people with disabilities, family caregivers and older adults. They will lead outreach and base building work focusing in Syracuse by supporting a combination of paid and volunteer door-to-door, phone and street canvasses that both Get Out The Vote for care candidates AND engage voters around their care stories.

They will be responsible for designing and executing a membership program, and working collaboratively with partner organizations to plan and implement actions and events that raise the profile of home care as a potent issue to voters in the 2024 election.

The Syracuse Organizer will be directly supervised by NYCM's Senior Lead Organizer who will support them in developing this program along with a comprehensive organizing strategy.

PRIMARY RESPONSIBILITIES

- Work closely with Senior Lead Organizer and canvass director to design and implement an outreach plan to reach voters who care about home care in Syracuse NY, using existing contacts to start and then build new relationships
 - At least 50% of the Organizer's time will be spent in the field conducting outreach and building community institutional relationships to generate new contacts and members
- Regularly input new contacts, field interactions, and track member participation into appropriate database
- Conduct regular follow-up communication with new contacts
- Engage new contacts in orientations and other ongoing campaign activities and volunteer opportunities
- Organize events that raise the profile of home care as a potent issue to voters in the 2024 election, including at least two large (10+ person) canvass days
- Work closely with digital organizer to identify and prep people to share their care stories in a social media campaign
- Identify and provide support for new leaders in organizational campaigns
- Identify and cultivate new partnerships with ally organizations

- Additional responsibilities as needed related to mapping and planning outreach opportunities, social media, mass communications and logistics for events

QUALIFICATIONS

- Minimum 3 years experience in grassroots community, labor or electoral organizing
- Highly motivated individual with a passion for engaging multiracial, low wage communities and developing the leadership of people impacted by home care
- Strong relational skills and ability to connect, engage, and inspire community members
- Excellent interpersonal skills and ability to work with people from diverse backgrounds and cultures
- Strong and effective communicator
- Experience with meeting facilitation
- Basic computer skills: (i.e. Google Suite, Excel, PowerPoint, Zoom, database programs)
- Ability to work some evening and/or weekend hours as part of their regular schedule
- Ability to work well with a team and motivate others to take action
- Excellent time & project management skills

Preferred but not required:

- Have a valid driver's license and access to a vehicle
- Familiarity with the domestic worker sector- especially home care
- Familiarity with labor, racial justice, and other progressive movements in New York
- Proficiency with technology for remote communications, meetings, webinars, project management
- Experience with database management for organizing

WORKING CONDITIONS

Caring Majority Rising and Bend the Arc are committed to the full inclusion of all qualified individuals and will ensure that persons with disabilities are provided reasonable accommodations to participate in the application and interview process

and to perform essential job functions. Please advise in writing of any needs at the time of application by emailing ilana@domesticemployers.org. Must be able to operate a computer, video platforms, and other office machinery throughout working hours, as well as conduct in-person outreach in identified areas of interest throughout the working week. Must be able to identify, discern, and communicate across different platforms (chat, email, phone and video conferencing), and collect and analyze information in databases and spreadsheets. Any work related travel would be paid for by Caring Majority Rising.

COMPENSATION, BENEFITS, & WORK SCHEDULE

This is a short-term, **exempt**, full-time (40 hours a week) position. The salary will be **\$1,431 - \$1,555/week (based on annual salary of \$74,438 - \$80,838)**, depending on years of experience. Caring Majority Rising has a set salary band calculation - with the low end of the salary at 3 years of Organizer-level experience and the high end at 18 years of experience. Work schedules may include evening or weekend hours based on need.

Caring Majority Rising is a project of and fiscally sponsored by Bend the Arc Jewish Action. Bend the Arc offer temporary employees the following benefits:

- 401k plan, eligible to contribute effective first day of employment
- Paid Time Off
 - Vacation: 1.5 hours earned for every 2 weeks worked, totaling 7 vacation days off in the 18 week contract
 - Sick days: 1 day earned for every 2 weeks worked, totalling 9 sick days off in the 18 week contract

TO APPLY

Applications will only be accepted electronically. Please email a cover letter and resume to Julia Solow at julia@caringmajorityrising.org and write Syracuse Organizer in the subject line **by August 9th**. Please include a daytime phone number where we can contact you. This position will remain open until filled.

Please note that applications will be reviewed on a rolling basis. We sincerely regret that we will not be able to respond to all applicants. Only those considered for the position will be contacted to interview.

Caring Majority Rising is a fiscally sponsored project of Bend the Arc Jewish Action.

Bend the Arc and Caring Majority Rising value a diverse workforce and an inclusive culture.

Bend the Arc provides equal employment opportunities to all applicants and employees without regard to race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, marital status, citizenship, disability, veteran status, record of arrest or conviction, or any other legally protected status. Women, people of color, people with disabilities, and lesbian, gay, bisexual, transgender and gender non-conforming individuals are strongly encouraged to apply.

Research suggests that women and structurally marginalized and/or underrepresented groups of people believe they need to meet 100% of the requirements in job postings to even apply. We encourage anyone who believes they have the skills and motivation necessary to succeed here to apply for this role, even if you don't meet 100% of the qualifications, as no one applicant ever does. We look forward to hearing from you.

This job description is intended to convey information essential to understand the scope of the position. It is not intended to be an exhaustive list of skills, efforts, duties, or responsibilities associated with the position.

Women, People of Color, People with Disabilities and LGBTQ people, and people with direct personal experience with domestic work are strongly urged to apply.