



Suburban Organizer
Full Time, Non-Exempt \$65,000-\$75,000 a year DOE
Hybrid Role based in Contra Costa County/ Lisjan Territory, California

East Bay Housing Organizations (EBHO) mobilizes the power and wisdom of its members to produce, preserve, and protect affordable housing opportunities for low-income communities in the East Bay. This dynamic non-profit membership organization includes over 400+ organizations and community leaders advocating for affordable housing at the local and regional level. We are seeking someone who cares about ensuring a racially and economically just East Bay where everyone has a safe, stable and an affordable home.

Our Resident and Community Organizing Program (RCOP) engages affordable housing residents throughout the East Bay to take action on local, regional, and statewide housing issues—supporting residents with the knowledge and skills to impact policies and programs to achieve housing justice. Resident leaders play a critical role in decision-making about program and policy priorities and campaigns. The Suburban Organizer will help develop resident leaders in Contra Costa County.

EBHO provides an exciting opportunity for a bilingual (English/Spanish), self-motivated and creative individual who wants to have an impact on affordable housing and community organizing in the East Bay and beyond. The Suburban Organizer works under the supervision of the Director of Organizing. The position requires a flexible schedule with some nights and weekends as needed.

Job Summary:

The fulltime Suburban Organizer will work extensively in the field with people who live in affordable housing, non-profit housing developers and their site staff, and coalition partners to build a powerful base of resident leaders that will advance the work of RCOP in the suburban areas of Concord and Antioch. The Suburban Organizer will identify, recruit and organize affordable housing residents to get involved in EBHO as leaders and advocates for their community and for affordable housing and housing justice. The position will work closely with a local coalition and community-based organizations organizing tenants in Concord and Antioch.

Duties and Responsibilities:

- Utilize grassroots organizing skills and a distributed organizing model to build resident power and advocate on housing issues, including using outreach, one-on-ones, emails and phone calls to build and maintain relationships.
- Establish and reinforce connections through collaboration with resident service providers and property managers of the non-profit affordable housing development organizations to identify and support resident leaders in the buildings as a part of RCOP.



East Bay Housing Organizations

- Build independent political power. Together with our coalitions and allies, craft policy, identify local elected leaders, and create a strategy to move the needle on housing justice.
- Organize community meetings, training, actions, and events.
- Track progress of activities and outcomes.
- Integrate RCOP with EBHO's other programs and policy campaigns, like interfaith initiatives, leadership development, and coalition organizing. Support resident members in their involvement in those areas of work.
- Participate in all-staff and organizational development activities, including staff meetings, administrative reports, retreats, and staff planning committees as needed.
- Act as an EBHO representative in various coalition settings and campaigns.
- Strategize with EBHO staff on organizational development and campaigns as needed.
- Assist with program development such as grant reporting related to the organizing program, and support strategic planning, research and evaluation of the program to ensure successful implementation of goals.

Skills and Qualifications:

- At least three years of experience in community organizing, affordable housing advocacy, and/or similar experience.
- Bilingual (English/Spanish), excellent communication skills with a command of English and Spanish.
- Grassroots organizing experience, particularly with door-knocking, 1-on-1's phone-banking, canvassing, and voter registration.
- Experience in coordinating and executing campaigns that worked closely with a specific demographic; planning and executing campaigns around community-identified needs. Identifying targets, planning tactics, and mobilizing members to win.
- A commitment to social justice, and experience working with and in diverse low-income communities and communities of color.
- Experience with leadership development programs, facilitating meetings and trainings, developing educational materials, and organizing community events.
- Strong communication skills, both verbal and written.
- Self-motivated, with the ability to work in a fast-paced collaborative and professional environment.

Nice to Have:

- General knowledge of Contra Costa County and housing issues.
- A reliable vehicle or ability to navigate the challenges of Contra Costa's public transportation system is highly desirable.
- Knowledge of various organizing models and how to move from theory to practice.



Salary and Benefits:

Compensation: \$65,000 - \$75,000 FTE, depending on experience. EBHO offers a generous benefits package including 14 paid holidays, sick days, additional personal days, 401(k) employer match, and medical and dental coverage.

Work environment and safety protocols:

EBHO's staff works under a hybrid model, with some work done remotely and an expectation that the Suburban Organizer and all staff will be on-site in our downtown Oakland office at least one to two days a week and the majority of their remaining time spent in the field. Schedules are flexible to some extent, but staff are expected to be generally available and responsive during day-time hours of 9:00 AM-5:00 PM except on days when late afternoon or early evening work is needed for door-knocking, resident meetings and the like.

While some work can and will be performed remotely, employees must live within reasonable commuting distance of Oakland to take part in on-site work and events as needed, and to be connected with the community we serve. We may adjust our hybrid work schedule and expectations as needed or for public health conditions.

To apply:

Please send a PDF of your resume and a thoughtful, tailored cover letter in an email with the subject line "Suburban Organizer" to staff@ebho.org. Though applications are open until the position is filled, we encourage candidates to apply as soon as possible.

EBHO is an equal opportunity employer that does not discriminate on the basis of race, religion, disability, gender, nationality, ethnicity, sexual orientation, or any other category. We strongly encourage women, people of color, LGBTQI+, people of different levels of physical ability, and all qualified persons to apply for this position.