

JOB DESCRIPTION – SOUTH BAY COMMUNITY LAND TRUST ORGANIZING CO-DIRECTOR



ABOUT SOUTH BAY CLT

The mission of South Bay Community Land Trust (SBCLT) is to acquire and manage real property for community benefit, in order to combat displacement, land speculation, and community deterioration, and to expand housing and economic development opportunities for low-income and moderate-income residents in Santa Clara County. We promote neighborhood stability and community involvement in the provision of permanently affordable homeownership, equity-sharing options and long-term community organizing. Our approach to the work is democratic, building collective leadership and practicing transformative justice. We strive to improve the dignity and quality of life for residents throughout Santa Clara County, especially in the areas of Downtown and East Side San Jose that are most impacted by poverty and displacement. We empower leaders through a responsible and informed board of community members, and serve as a voice for Santa Clara County's low and moderate income community.

SBCLT formed in 2018 out of direct action efforts to oppose gentrifying corporate land grabs exacerbated by the announcement of a potential Google campus being developed in San Jose in 2017. The purpose of a community land trust is to take land off of the speculative market, keep housing permanently affordable and practice community-governance and stewardship of these resources for generations to come. The SBCLT was officially incorporated as a 501(c)(3) organization in April 2019.

POSITION SUMMARY

The overall goal of this position is to initiate and build an inclusive and sustainable SBCLT Tenant Organizing Department. The mission of the Tenant Organizing Department will be to organize and educate tenants to facilitate building purchases, and empower CLT tenants to manage their own properties and ultimately (if they choose) to own their own units. The long term goal will be to coordinate the growth of SBCLT with the larger South Bay tenant movement, for the benefit of both, as part of an overall transformative land strategy.

The Organizing co-director co-leads tenant organizing with their co-director partner and works closely with the SBCLT Board, other staff members and community partners.

JOB RESPONSIBILITIES

- In coordination with the board and/or management team, plan and oversee outreach to tenants through door-knocking, neighborhood organizations, and referrals.
- Tailor and/or create educational materials and group workshops to educate tenants. Oversee tenant education including popular political education, tenant rights, habitability rights, etc.
- Identify and develop tenant leaders through organizing and one-on-one meetings.
- Organize tenants to form and strengthen tenant associations. Train tenant association leaders in meeting organization, flyering, meeting facilitation, advocacy, prioritization of issues (in-house with management, or external with neighbors or local government).
- Where appropriate, organize tenants to participate in SBCLT purchase of their building and planning for individual unit ownership, or building cooperative ownership, as the tenants decide.
- Work with tenants, neighbors, and real estate asset management team to identify buildings to acquire and rehabilitate, where appropriate.



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- Participate in local policy advocacy campaigns and coordinate with other tenant organizing and community groups or legal service organizations.
- Support media (traditional and social platforms) and event outreach activities related to campaigns.
- In coordination with the board and/or management team, hire and manage new organizers as SBCLT funding and planning permit.

QUALIFICATIONS

- Knowledge of and commitment to the SBCLT mission and values.
- Demonstrated experience in community organizing and/or popular education, especially in low-income, predominantly Black, Indigenous (and) People of Color (BIPOC) communities.
- Biliterate and bicultural in English & Spanish.
- Demonstrated ability to work effectively with people of diverse racial, cultural and socio-economic backgrounds.
- Strong writing, public speaking, and interpersonal skills.
- Software - Proficiency in Word Processing, Spreadsheets, Presentations, Workspace and Video Conferencing platforms.
- Highly organized and able to work remotely and independently with limited supervision as part of a management team.
- Strategic thinking and planning skills.
- Ability to work flexible hours as needed (i.e. evenings and weekends).
- Driver's license, car insurance and reliable transportation.

COMPENSATION

This is a non-exempt position with an hourly rate of \$28 - \$30, commensurate with experience, and is flexible to being part-time or full-time based on candidate's availability/preference. Benefits include medical, vision and dental insurance, holidays, personal time off, flexible schedule and opportunities for professional development.

To apply, please send your cover letter and resume to Elizabeth Gonzalez at southbayclt@gmail.com

Applications will be accepted until the position is filled – our goal is to hire by July 1, 2022.

EQUAL OPPORTUNITY EMPLOYER

The South Bay CLT provides equal employment opportunities to all employees, consultants, vendors and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

Visit us at southbayclt.org for more information about our organization.