



EL SERENO COMMUNITY LAND TRUST

Coalition & Policy Organizer

### **ABOUT ESCLT**

The El Sereno Community Land Trust is a group of committed residents and stakeholders committed to de-commodifying local real estate by acquiring properties that the land trust will hold in perpetuity for the common good. We support community housing justice efforts by providing community organizers with technical assistance and relevant policy updates to access property acquisition and development funds.

### **SUMMARY OF POSITION**

The Coalition & Policy Organizer will be the liaison between the organization, and BIPOC-led organized community members working towards housing justice. The position's goal is to maintain ESCLT accountable to the communities we serve by ensuring accurate communication of community goals to staff so our acquisition and political advocacy work reflects organizing efforts. The individual will balance the organization's non-profit and community organizing roles.

### **RESPONSIBILITIES**

- Partners with housing justice activists to protect access to safe, dignified housing to improve quality of life and preserve a critical resource for low-income BIPOC community members.
- Develops a multidisciplinary approach to ESCLT's participation in housing justice organizing with community stakeholders and civic officials to manage and deliver affordable housing inclusive of collective ownership and stewardship practices.
- Leads the organization in deploying community practices through capacity-building workshops and action-oriented activities focusing on housing justice history, political climate, and collective ownership models, including co-ops, CLT, and tenants-in-common.
- Builds broad community understanding and accessibility to collaborative stewardship and housing sustainability practices by engaging them in opportunities to influence our daily operational procedures and long-term goals.
- Identifies/assesses/identifying/assessing community stewardship transition readiness across sites engaged in community control campaigns
- Informs Informing ESCLT's role in supporting community organizing efforts to align our acquisition and programming strategy
- Prepares updates of activities and distributing distributes to the Directors and Board

### **QUALIFICATIONS/SKILLS/EXPERIENCE**

The ideal candidate is self-motivated to engage in creative thought and planning to reach their goals, understands the role of organizing in supporting our organizational strategy, and can translate strategy into tactical approaches. This position works with considerable creative license, independence, and self-direction. The Coalition & Policy Organizer shapes our coalition-building and political tactics and will influence our acquisition and housing policy approaches. Experience working with people from diverse socio-economic and cultural backgrounds; and knowledge/familiarity with community stewardship practices, CLT, and Co-ops housing models are also needed. Additional qualifications include:

- A passion for meeting new people and inspiring them to take action
- Strong public speaking skills
- Excellent written and oral communication skills, including campaign messaging on social media and other platforms
- Ability to quickly establish credibility and build strong working relationships with diverse groups of people



- Minimum of 1 year experience with housing and community development justice
- Minimum of 1 year of direct experience with community engagement and/or popular education around social justice issues
- 100% bilingual in either Spanish or Mandarin-Chinese - a high fluency level to communicate orally and in written forms. Monolingual communities we currently work with speak Spanish and Mandarin-Chinese.
- Knowledge of how community stewardship, land trusts and/or housing cooperatives function (either through research or based on experience)
- Demonstrated ability to plan and manage a service-oriented program, including community engagement planning, project, and budget management
- Ability to maintain a high level of confidentiality
- Results-driven and team-oriented work style
- Well-organized and detail-oriented

While not required, skills or experience in any of the following areas/activities are desirable:

- Fair housing certified and/or knowledgeable about Fair Housing laws
- Grant writing or grant reporting experience
- Working with low- and moderate-income households
- Working with a broad range of communities to identify common goals
- Local candidates are given preference

#### **NOTES**

- This staff position will require daily work to be done on-site with residents, as well as evening/and or weekend hours.
- Pay: \$48,000 projected annual pay (80% of \$60,000 Full Time)
- Hours: 80% Full-Time
- Position Status: at-will, salaried, non-exempt employment
- Start: To be filled immediately

If interested, please send resume and cover letter to: [contact@elserenocommunitylandtrust.org](mailto:contact@elserenocommunitylandtrust.org)