



Neighborhood Partnerships Housing Justice Organizer

This is a full time position. Pay scale is \$45,000 to \$55,000 per year.

Note: *Neighborhood Partnerships staff currently work full time from home with no brick-and-mortar office location. NP provides resources to accommodate home office needs, as well as a phone/internet stipend.*

First review of resumes begins November 15th, 2021.

Info Session

Interested applicants are invited to attend an information session via Zoom on Monday, November 8th, 2:30 – 3:15pm PST. The information session will start with a presentation by the employer, including an overview of the company and specific information about the position, followed by a “question and answer” session. We will turn off video for participants so they can remain anonymous.

Join Zoom Meeting

<https://us06web.zoom.us/j/87456119110?pwd=MGgzQTNnaStxMU04Ny9oekJlL1I2Zz09>

Meeting ID: 874 5611 9110

Passcode: 118678

One tap mobile

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Meeting ID: 874 5611 9110

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Find your local number: <https://us06web.zoom.us/j/87456119110?pwd=MGgzQTNnaStxMU04Ny9oekJlL1I2Zz09>

About Neighborhood Partnerships

Neighborhood Partnerships' mission is to create a better Oregon in which everyone has access to opportunity, stability, and what we need to thrive. For us, this begins with financial well-being and a stable, affordable place to call home.

We're a team of diligent and dedicated leaders committed to building a more equitable Oregon. We work as policy advocates, coalition conveners, and program administrators in order to increase resources, improve public policy, and spark innovation and collaboration.

Neighborhood Partnerships (NP) manages the Oregon Individual Development Account (IDA) Initiative. With an IDA, Oregonians with low incomes have their savings for an education, home, small business or other investment matched by state funds. NP serves as funder and coordinates the IDA-related work of ten non-profit direct and network providers, with IDAs reaching communities statewide through upwards of 70 local organizations.

NP convenes the statewide Oregon Housing Alliance, a legislative advocacy coalition, which works to advance housing opportunity at our state capital in Salem and at the federal level. NP staff also organize Residents Organizing for Change (ROC), a critical part of our work to engage people most impacted by housing policy change.

We dedicate time and resources at every level of the organization to address disparities based on identity and to apply an equity lens to all decisions, programs, and policies.

Equity

Neighborhood Partnerships is a mission driven organization committed to equity and inclusion. New hires participate in onboarding training in equity and inclusion, and all staff participate in ongoing professional and personal development related to equity and inclusion.

Please read our Racial Equity Statement: <https://neighborhoodpartnerships.org/equity-inclusion/>.

About this Position

The Housing Justice Organizer will contribute to and support NPs work to advance equity and apply an equity lens to all our work.

The Organizer will support our work to engage residents of affordable housing in creating systemic change and housing opportunity. The Organizer will be responsible for convening, supporting, and directing the work of Residents Organizing for Change, or ROC Oregon, a statewide organizing network of residents of affordable housing, frontline staff, and people in need of affordable housing.

This position will work collaboratively with a team at NP to support the goals of the Oregon Housing Alliance, to ensure that all Oregonians have a safe, stable, and affordable place to call

home. The Organizer works to ensure that people with lived experience with housing instability are meaningfully included in our policy development, and policy advocacy work.

The Organizer works to support residents of affordable housing to engage in lasting policy change.

Job Functions:

Core Organizing Work (85%):

- a. Empower residents of affordable housing communities and people with personal experience of homelessness through community organizing, advocacy, and civic participation to engage in strategy to advance local, state, and federal policy solutions
- b. Sustain the success and support the continued development, of a statewide resident organizing network, Residents Organizing for Change, (ROC), building on the established pillars (Structure, leadership, and recruitment) that help the network thrive
- c. Honor the culture that has been created furthering ROC's mission, values, and development of equity goals
- d. Build relationships with, and help develop and implement strategies to engage residents of affordable housing as advocates for housing opportunity by engaging them in ROC, supporting them to arrange meetings in-district with elected leaders; contacting their legislators; and writing letters to the editor
- e. Develop and implement broader base-building strategies and creative approaches to community stabilization, including campaigns and other direct actions
- f. Support residents of affordable housing and members of ROC to participate in agenda setting, policy development, and strategy.
- g. Support the development of and implementation of leadership development opportunities and trainings with and for residents of affordable housing, front line staff, and people in need of affordable housing
- h. Communicate regularly with ROC members, including sending a monthly newsletter, engaging members on social media
- i. Support the development and implementation of ROC events; including the biweekly ROC Community Ruckus, semi-annual Summits, and other leadership programs
- j. Collaborate with other organizing efforts and create shared campaigns
- k. Support successful Housing Opportunity events during the Legislative session in the Capitol that bring ROC members, residents of affordable housing, and advocates to share their knowledge, passion, and commitment with Legislators
- l. Engage and support nonprofit housing and service providers as critical partners in outreach, recruitment, event planning, and turnout
- m. Support ROC members and leaders to engage with elected officials
- n. Support ROC leaders across Oregon, to become leaders, and recruit new members in their communities to build ROC's base
- o. Work with Community Change and ROC's sister resident organizing networks to support building a national housing justice movement

Other duties:

- a) Participate in staff meetings, training, and retreats
- b) Other duties as assigned

Organizational Responsibilities (15%)

- Equity work
 - o Support ongoing anti-racist work to integrate equity perspectives and structures into all aspects of organizational operations, planning, and work. This includes participation in Equity Team and equity subcommittees on a regular basis
 - o Contribute to the development of and hold yourself and others accountable to the NP equity plan, and the organizational Agreements of NP
- Participate in the planning and operation of NP's annual two-day RE: Conference and other organizational projects, meetings, and initiatives; occasionally assist with hiring and onboarding of new NP employees; and help advance the mission of the organization when appropriate

Core Competencies

- 2+ years minimum experience in community organizing
- Some familiarity with affordable housing advocacy and policy
- Demonstrated commitment to housing and economic justice
- Experience working with and in diverse low-income communities and communities of color, marginalized communities, or people experiencing housing instability
- Strong commitment to and understanding of equity and inclusion work
- Experience with facilitating meetings and trainings, developing training materials, and organizing community events
- Effective interpersonal, oral, and written communication and presentation skills
- Demonstrated ability to simplify complex themes into a short, compelling presentation
- Strong computer skills, including word processing, internet, social media, and communications; Salesforce experience a plus
- Valid driver's license required (but owning a vehicle is not)
- Proficiency in another language is a plus

Supervisory and Leadership Responsibility

This position does not have any direct supervisory responsibilities. This position is a part of the Neighborhood Partnerships team and supports the success of all of NP's endeavors.

Background Check

Due to the fiduciary responsibilities of our work in managing grant monies, Neighborhood Partnership requires a post-offer criminal background check.

Vaccine Mandate

Neighborhood Partnerships (NP) is **requiring COVID-19 vaccinations** for all employees. We believe it is our duty to provide and maintain a work environment that supports health and wellbeing to the greatest extent possible. We are adopting this policy to safeguard the health of our employees and their families, our partners and visitors, and the community at large from infectious diseases that may be reduced by vaccinations. We are part of our larger communities, and vaccines are one way that we can protect one another against illness and can safeguard the health of our neighbors who might experience a compromised immune system.

By applying to a position with NP and accepting a subsequent offer of employment, you agree to be fully vaccinated against COVID-19 by the date your employment starts. Individuals seeking an exemption from this requirement for medical or religious reasons should contact Margaret Fisher (mfisher@neighborhoodpartnerships.org; 503-226-3001 ext. 713).

Compensation and Benefits

- Full-time non-exempt position, 40 hours/week
- Health, vision, and dental insurance
- 401k employer contributions
- Paid vacation and paid sick leave
- Paid holidays

Schedule

This position is based on 40 hours per week, which is negotiable. NP offers flexibility for how those hours are scheduled. This position may require working extra hours on some occasions, in the form of long days or overnight travel. The ability to work evenings and weekends occasionally is required. Staff must have the ability to provide flexibility in this area, provided they are given plenty of advance notice for when these hours will occur.

Location & Logistics

Neighborhood Partnerships staff has transitioned to working full time from home, with no brick and mortar office location, for at least the next 9-12 months. NP will provide the supplies and resources needed to accommodate home office needs, and NP provides a phone/internet stipend.

The Organizer can be based any where in Oregon, without an expectation that they would move to Portland when our office reopens. We would consider hiring someone who lives outside Portland, and could organize in their community and surrounding areas. When safe, this is a position with local and in-state travel, and occasional regional and national travel. Contacts are made with residents of affordable housing, staff, board, affordable housing providers and staff, people in need of affordable housing, partners and Housing Alliance members. Must have a current driver's license. Owning a vehicle is not required.

Equal Opportunity Employer

Neighborhood Partnerships is an Equal Opportunity Employer and encourages applications from people of color, LGBTQ people, women, and people with disabilities. The board and staff believe they can meet the organization's mission only with a diverse board and staff who actively cultivate a culture of equity and inclusion.

Application Instructions

Please submit your resume and cover letter [here](#). If you have difficulty accessing these materials, contact Margaret Fisher: mfisher@neighborhoodpartnerships.org; 503-226-3001 ext. 713.

In your cover letter, please address the following questions:

1. Neighborhood Partnerships has a commitment to building a more equitable Oregon. What does equity and inclusion mean to you?
2. Please share about your perspective on the role of people with lived experience in movements for change, policy making, and decision making.