

Job Announcement: Comunidades Program Director

Organizational Overview:

The mission of Comunidades is to amplify voices for environmental and social justice while increasing Latino/a/x engagement and leadership in Columbia River Gorge communities.

Comunidades was created in 2018 by Latino/a/x parents, activists, educators and other residents of the Gorge to address a need for a Latino/a/x-led environmental and social justice organization. Comunidades' core programs include:

- Campaigns for social and environmental justice: Comunidades works to advance social and environmental justice causes in the Columbia River Gorge in Washington and Oregon. Campaigns issues include: pesticides, affordable housing, toxic pollution in water and fish, climate change, and other issues of environmental injustice and community inequality.
- Educational training: Comunidades provides leadership development and public participation in trainings tailored to Latino/a/x communities.
- Youth mentorship: Comunidades provides mentor opportunities that develop skills and knowledge about community organizing and social and environmental justice issues.

The project's fiscal sponsor, Columbia Riverkeeper (Riverkeeper), has a 20-year history of working to protect clean water and our climate from high-impact industrial pollution, including coal, oil, and fracked gas terminals, and organizing communities for clean water.

Location: Hood River, OR (temporarily remote due to COVID-19)

Job Type: Full-time employee; Exempt. Start date flexible.

Job Purpose: The Program Director will fortify, manage, and further develop programs that build the capacity of Comunidades. The position is approximately 80% program work and 20% development. This is the first full-time, paid staff member for Comunidades.

Position Description:

The Program Director works closely with Comunidades volunteers to develop and implement strategic campaigns to engage Latino/a/x communities in the Columbia River Gorge in social and environmental justice issues. Specific duties include:

- Develop and Implement Strategic Plans: The Program Director works with Comunidades volunteers to develop and implement strategic plans to achieve Comunidades' campaign objectives.
- Build Grassroots Power: The Program Director empowers Columbia River Gorge Latino/a/x communities to engage in social and environmental justice issues. This includes: building and maintaining grassroots volunteer infrastructure, recruiting new activists by

- phone-banking or attending events, and training and developing activist leaders.
- Development: The Program Director will fundraise, including applying for and reporting on grants for the organization.
 - Communicate to Members and Public: The Program Director will communicate Comunidades' campaign work to the public by organizing virtual and in-person events, speaking in public, and using web-based organizing tools. The Program Director also drafts social media content, emails, fact sheets, website posts, press releases, and other communications.
 - Communicate to the Media: The Program Director serves as an ambassador for Comunidades in the media.
 - Coordinate with Staff at Other Nonprofits: The Program Director will maintain regular communications with staff at other nonprofits on campaign matters and emerging issues.
 - Supervise: The Program Director will supervise contractors and mentor volunteers and interns on a periodic basis. The Program Director may supervise other employees in the future.
 - Other program, communications, and development support duties as needed.

Desired experience and qualifications:

- Previous experience working with volunteers.
- Strong organizational skills and ability to manage multiple projects and meet deadlines.
- Demonstrated interest and knowledge about building power in Latino/a/x communities, social justice advocacy, and environmental justice.
- Understanding of and commitment to advancing equity, diversity, and inclusion. An interest in learning about, or lived experience understanding, Latino/a/x communities in the Pacific Northwest.
- Experience fundraising or managing budgets.
- Two years or more experience as a community organizer, campaigner, executive director, paid activist, or other similar experience.
- Excellent public speaking and interpersonal communication skills.
- Proven ability to work independently and in a team environment.
- Bilingual (Spanish and English).
- Driver's license.

Preferred experience (not required):

- Familiarity with posting on social media (Facebook, Twitter, Instagram etc.)
- Experience with Google Products (Google Documents, Sheets, and Calendar).
- Experience supervising staff or interns.

Supervision: The Program Director reports to Comunidades co-founder, and Columbia Riverkeeper Senior Organizer, Ubaldo Hernández.

To apply: Email a cover letter, resume, and a list of three references to info@columbiariverkeeper.org with the subject line "Comunidades Job." If possible, please combine the cover letter, resume, references, and writing sample into a single PDF attachment titled "Last Name.First Name Comunidades."

Start Date and Schedule: This is a full-time position for 40 hours/week. The work schedule is flexible and requires some weekend and evening work.

Salary & Benefits: \$45,000 to \$52,000 per year, depending on experience. Benefits include full health and dental insurance, a generous vacation and sick leave package, paid federal holidays, non-matching 401k, annual professional training allowance, and an encouraging and flexible work environment.

Application Deadline: September 7, 2020, open until filled. **Comunidades will begin considering applications immediately. Please consider submitting an application before the deadline.*

Comunidades and Columbia Riverkeeper are committed to creating a diverse work environment and are proud to be equal opportunity employers. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.