



## **DIRECTOR OF COMMUNITY ORGANIZING**

The Arc of California seeks a dynamic, experienced, and passionate Director of Community Organizing to lead statewide organizing efforts for the intellectual and developmental disability community. The Director will pursue a vision of justice and equity for the I/DD community and will help to build regional power through trainings, trust building, and coalition development.

The Arc of California, established in 1950, is a statewide advocacy organization with 23 chapters throughout the state dedicated to advancing and protecting the human rights of people with intellectual and developmental disabilities.

### **Essential Qualifications and Skills**

- An idealist, visionary, and optimist;
- Ability to get a lot of work done in a short amount of time and do it while having fun;
- Three to five years organizing experience;
- Demonstrated competent communication skills, both oral and in writing, for a range of audiences (students, public officials, administrators, press, public, clergy, etc.);
- Ability to develop power analysis that result in clear and winnable organizing strategies;
- Experience working on public policy;
- Fluent in English and at least one other language, preferably Spanish;
- Experience in development of accountable and responsible leadership structures;
- Proven experience in developing leaders;
- Ability to grasp and distill complex concepts into clear and morally compelling messages;
- Ability to inspire and motivate people to act;
- Coalition builder with ability to work with diverse constituents and allies;
- Tech savvy and computer and mobile proficient;
- Team player who takes initiative and is entrepreneurial; must be able to work independently and collaboratively;
- Car and drivers' license required;
- Demonstrated commitment to human and civil rights in the health and human services sector;

### **Areas of Responsibility**

- Contribute to a collaborative team at The Arc California;
- Initiate community discovery process for each region;

- Engage in at least 50 one-on-one meetings with identified regional advocates and leaders within 12 months and develop a political, cultural, economic, religious, social and relationship analysis of the region based on the one-on-one conversations;
- With the guidance of the Executive Director and Organizing Committee, develop and execute strategic plan for identified regions;
- Lead recruitment, research, and leadership development efforts;
- Coordinate and attend regular meetings in identified regions;
- Support the creation of sustainable and powerful community coalitions;
- Report to Executive Director on successes, failures, roadblocks, and opportunities;

Location: Downtown Sacramento, CA

Travel: 20-40%

Benefits: The Arc California provides full health and dental insurance and a generous PTO schedule.

**Application Process:**

If you are interested in joining The Arc California, please email the following to Christian McMahon at [christian@thearcca.org](mailto:christian@thearcca.org):

- 1) Resume
- 2) Cover letter that expresses the top reason/s you are interested in this position. Please include in your cover letter your required salary range. Address cover letter to “The Arc California Team”
- 3) At least two professional references

The Arc California does not discriminate on the basis of sex, age, religion, race, gender identity, sexual orientation or disability. The Arc California endorses and supports the intent of the Americans with Disabilities act of 1990 (ADA) and the California Fair Employment and Housing act (FEHA) and is committed to providing reasonable accommodations to qualified individuals with disabilities who are applicants or employees who need accommodations.