

Bilingual (Spanish/English) Equity and Power Organizer

Action In Montgomery

Join us to make an impact alongside inspiring leaders.

AIM organizes to develop community leaders who build and lead powerful organizations that act and win on some of the most important issues of our time. Our vision of a better world is one where all people have a seat at the table when decisions are made in our democracy. We believe that people—tenants, school parents, frontline workers, people impacted by the criminal justice system, and community members—have the best ideas about how to solve the most challenging problems. We have a track record of organizing so that the ideas and voices of community leaders shape laws and policies in the areas of housing, good jobs, criminal justice reform, voting, immigrant rights, education, consumer protection, community development and more.

WHY WORK FOR ACTION IN MONTGOMERY

Action In Montgomery (AIM) is a people's power organization, rooted in local congregations and schools. AIM trains and develops community leaders to act to bring about more economic justice and racial equity, to hold elected and corporate officials accountable, and to make concrete impact on issues. We organize people and money to act together to win.

-Big Impact: AIM has impacted tens of thousands of people through organizing power with people to shape education, housing, jobs, youth, racial equity and economic justice. AIM is a vehicle for community leaders to act together for a seat at the table to shape the state of Maryland and the country.

-Great People: Work alongside and in the service of a talented, visionary, inspiring, dedicated and diverse team of leaders. We take our drive to build power for the people seriously and we work hard. We take the work seriously but try to not take ourselves too seriously. We also strive to do so with joy, a sense of humor and balance.

-Opportunity to grow: We strive for a work culture of learning, growth and development. We strive to make sure that everyone has an opportunity to work on projects that stretch them and are deeply meaningful. While we also all roll up our sleeves to pull our weight with some more mundane tasks that need to get done too. Be a part of a team made up of interesting, smart, driven and diverse colleagues and leaders who are deeply committed to their own growth and the growth of each other. AIM is connected to a statewide, regional and national network of organizations through the Metro Industrial Areas Foundation.

AIM is an equal opportunity employer. Black, Indigenous, and People of Color (BIPOC) are strongly encouraged to apply.

POSITION DESCRIPTION:

The bi-lingual (Spanish-English) Associate Organizer will use relational organizing to identify, recruit and train volunteer leaders in predominantly black and brown immigrant communities to build more black and brown power to address systemic inequity. You will work with community leaders to organize campaigns to build more wealth, better health, better education opportunities, and better job prospects for black and brown communities in Montgomery County, Maryland.

RESPONSIBILITIES:

Organize parents in high poverty elementary schools that serve as community schools in Montgomery County to:

- participate in listening sessions,
- engage in community power mapping exercises,
- lead political meetings,
- lead campaigns on issues important to them

Support county-wide action team meetings and large actions at both the county and state level (around equity in education, housing equity, police reform, jobs, etc.).

Engage in professional development (trainings, workshops, reflections).

INTERESTED?

Send cover letter and resume to Tanushree Isaacman (tanushree@actioninmontgomery.org), (she/her/ella). In your cover letter, please share a story where you were the principal player in making change; please include what motivated you to act and one key lesson you learned from the experience.

COMPENSATION & BENEFITS:

- Salary is based on experience, starting at \$50,000 for candidates with less than 2 years of relevant work experience and \$75,000 for candidates with several years of relevant work experience, more if someone who could transition to an Executive Director in a couple of years.
- Flexible hours & remote work option available; 40 to 50 hour work weeks
- 4 weeks of paid vacation; additional paid holiday leave between December 24 and January 1; and compensatory time off options available
- Annual budget for professional development

- 403(b) retirement fund with 15% contributions and no match requirements after 12 months of employment
- Up to \$10,000 each year towards health insurance
- Monthly stipend towards internet, phone, as well as gas mileage reimbursement

QUALITIES OF A SUCCESSFUL ORGANIZER:

- COMMITTED TO BUILDING THE POWER and WEALTH OF COMMUNITIES OF COLOR and a willingness to cross race and culture
- PEOPLE PERSON- you are curious about people, hearing their stories, coaching them on organizing skills
- FLUENCY IN SPANISH- ability to think in, train, read and write Spanish
- POLITICAL AND STRATEGIC THINKING
- HIGHLY INDEPENDENT

ABOUT ACTION IN MONTGOMERY:

Action in Montgomery (AIM) is a multi-racial people power organization in Montgomery County, MD. Our organization is made up of congregations, community groups, and schools organizing poor, working and middle class families on issues like immigrant rights, equity in education, affordable housing and transportation. Over the past 20 years, AIM has won over \$740 million for affordable housing. We won \$30 Million for the renovation of dilapidated community centers in four historic African American communities. We were key players in winning the Maryland Dream Act in the state legislature and on the ballot. Most recently AIM, in partnership with high-poverty elementary schools, has won the funding to create a new free high-quality after-school program for 1200 students through the power of parent organizing. We have won over \$70 million to build safer school buildings in long neglected LatinX and African neighborhoods. And there is more to be done.

Our sister affiliate organizations in DC, Maryland, and Virginia are also currently hiring, so if you have a geographic interest, please let us know.