

JOIN OUR TEAM!

The California Pan-Ethnic Health Network (CPEHN) is seeking a full-time **Associate Organizing Director**. CPEHN is a statewide health policy organization focused on addressing racial and ethnic health disparities. CPEHN works with communities of color across the state to elevate local voices and health issues to state and local policymakers and help communities of color advance policy change and structural reform that creates equitable conditions for their communities. **This position may be based anywhere in California.** CPEHN maintains physical offices in Oakland and Sacramento and has a hybrid work policy (air travel required). CPEHN has a mandatory up-to-date COVID-19 vaccine policy.

The **Associate Organizing Director** is responsible for developing, managing, and mobilizing CPEHN's regional grassroots campaigns to advance health equity. They will provide direction for the overarching vision, goals, and strategies for CPEHN's external engagement and issue campaigns. They are responsible for building long-term people power and strong and lasting community infrastructure including support for partners new to CPEHN's issues. This position will collaborate closely with other program and policy staff to build people power across California. The Associate Organizing Director will guide outreach, advocacy, and mobilization and provide supervision and mentorship to CPEHN's Regional Organizers.

We are looking for someone who is passionate about health equity and has strong experience with experience building campaigns and collaboratives from scratch. The ideal candidate is an **experienced community organizer** who believes deeply in the importance of **building community leadership and power** and has the skills to effectively **mobilize community partners**. We are looking for someone who can **build coalitions and campaigns from the ground up** and identify the intersections between policy and community organizing.

Key Job Duties:

- Build organizing and campaign infrastructure including grassroots partnerships, convening and mobilization strategies, and staff capacity.
- Develop and strengthen relationships with statewide and regional advocates in health equity spaces, and work to advance proposed equity solutions.
- Develop strategies for inclusive processes across various stakeholders and that are in alignment with CPEHN's legislative, administrative, and budgetary advocacy goals.
- Provide direction on narrative change strategies for issue campaigns and elevate the visibility and impact of CPEHN's policy work.
- Build organizing and campaign infrastructure including grassroots partnerships, convening and mobilization strategies, and staff capacity.
- Lead, manage, and inspire Regional Organizers

Essential Skills:

- You have experience mobilizing networks and coalitions for community advocacy.
- You are an expert with project management – ability to articulate short- and long-term goals, shape strategic and realistic workplans, assign roles and responsibilities, and driving team communication.
- You can prioritize and work on concurrent projects in a fast-paced, deadline-driven environment.
- You can hold and balance both long-term vision and daily tasks.
- You have experience supervising and mentoring staff, supporting growth, and paving pathways to leadership opportunities.
- You can effectively communicate and collaborate across all title tiers.

Required Qualifications:

- At least 5 years of experience with project management, including managing staff.
- At least 5 years of experience in building and managing coalitions and networks, preferably in California
- At least 5 years of experience conducting policy advocacy, preferably in California.
- At least 3 years of experience working with communities of color.

Compensation and Benefits:

\$92,500 – \$94,500. At CPEHN, we understand the importance of benefits and how they contribute to the overall well-being of our staff. We provide excellent benefits (100% employer paid health and dental insurance, up to 10% employer retirement contributions, sabbatical leave, generous PTO with 1 week winter holiday every year, frontloaded sick leave, and more). CPEHN provides all employees with professional development funds to grow and hone skills relevant to their work.

Culture:

We center equity at the heart of our culture, which can be seen in our hiring, salary transparency, and our commitment to the growth of our staff. We pride ourselves in uplifting a healthy work-life balance, which includes monthly “Slow Fridays” to encourage our team to take vacation, weekly “Fun Time,” and annual “Fun Days” set aside to allow break time and opportunity for fun, and a flexible hybrid work schedule that is largely remote.

To Apply:

Submit your application in a single PDF document to jobs@cpehn.org, subject: Associate Strategy Director Application. Please include:

- Cover letter
- Resume
- 1 writing sample (no longer than 2 pages).

CPEHN is an equal-opportunity employer and is committed to identifying and developing the skills and leadership of people from diverse backgrounds. Bilingual individuals are encouraged to apply.

CPEHN Values: Integrity | Equity | Collaboration | Commitment