



## **Full-time Organizer or Senior Organizer, Latinx Workers and Community**

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### About KIWA

KIWA is a multiracial worker center, with roots in the Korean progressive movement. Founded in 1992 in Koreatown, Los Angeles, the mission of KIWA is to build the power of immigrant workers and residents and to organize a progressive grassroots leadership to transform our workplaces and communities, in Koreatown, LA, and California. KIWA has achieved victories in the restaurant and market industries and shaped the culture of work in Koreatown. We engage in policy campaigns, affordable housing development, workplace campaigns, and worker- and tenant services in Spanish, Korean, and English. We are a membership-based organization open to all with a mostly Latinx and Korean base. Community organizing and community leadership development are central to our work and key to our vision for a more just society. We work in the areas of workers' rights and workplace justice, tenants' rights and affordable housing, urban green space, and cultural resistance. We are seeking a dynamic individual to join our organization and work as part of a community dedicated to a more just, beautiful, and livable community, city, and world.

### Position summary

KIWA seeks to hire a fierce and passionate organizer who shares our vision for grassroots organizing and building worker power, and who has the skills, analysis, and drive to make this vision a reality. You will be responsible for Latinx worker organizing, direct outreach, leadership development, and campaign support. You will work with talented and innovative coworkers and member leaders who are ready to strengthen and expand KIWA's membership, win concrete, transformative workplace campaign victories, and contribute to long-term movement building in Los Angeles and beyond. The ideal candidate will not only align with KIWA's vision and politics, but have a proven track-record of executing the work and following through to the last detail.

### Expected Responsibilities:

- Direct outreach to Spanish-speaking and other workers and residents.
- Regular one-on-ones and meetings to recruit, organize, and build relationships with workers and residents to become members and leaders of KIWA.
- Providing coordination and support for Latinx, Korean, and all members to participate in and lead KIWA's actions and campaigns.
- Member training and leadership-building.
- Coordinating membership committees.
- Supporting (DOE playing a lead role in) KIWA's strategic campaigns.
- Working with allies, partners, and coalitions.
- Active participation in staff and other meetings including staff political education.
- Prompt and efficient time-keeping, expense-reporting, and other required administrative work.
- Support for fundraising, programs, and projects led by other staff.
- Shared management of our space.
- If hired as a Senior Organizer, you will share responsibilities in training and coaching other staff and interns and have significantly greater responsibility in policy, campaign strategy, and organizational leadership. You will likely have direct supervisory responsibilities, though this may not be right away.

Koreatown Immigrant Workers Alliance | 한인타운노동연대 | Alianza de Trabajadores de Koreatown



This is a full-time position with a great deal of both independent responsibility and team work. Creativity, initiative, problem-solving, common sense, and good judgment are required. Some nights, early mornings, multi-day travel, and weekends are required. You can expect to have a late schedule at least two to three days per week for programs and meetings that accommodate workers' schedules.

**Requirements:**

- An understanding of KIWA's mission and commitment to building the power of **immigrant workers** and their communities.
- Organizing experience is required; this is not an entry-level position.
  - Organizer: Minimum two years' full-time or equivalent organizing experience; AND two years' full-time, paid work experience.
  - Senior Organizer: Minimum five years' full-time or equivalent organizing experience; AND five years' full-time, paid work experience
- Familiarity with Latinx, immigrant, and low-income communities.
- Native or near-native fluency in both Spanish and English: listening and speaking, reading and writing. Ability to translate and interpret quickly and accurately from English to Spanish and Spanish to English.
- Commitment to being part of a multiracial movement for economic and social justice.
- An understanding that worker justice is also racial, gender, queer, and trans justice, within and beyond the Latinx community.
- Excellent listening and communication skills.
- Ease and familiarity with computers, email, and social media.
- Occasional lifting and carrying of materials and supplies.

**Desired qualifications:**

- A car in good working condition, driver's license, insurance, and willingness to drive as needed.
- Database management skills
- For Senior Organizer: formal supervisory experience.

**Salary and benefits:**

This is a full-time exempt, salaried position. Salaries at KIWA are highly competitive within the worker center sector and commensurate with skills and experience. Benefits include employee healthcare, cell phone subsidy, and a generous paid leave policy.

- Organizer with 2-4 years' experience: \$46,800-\$50,000
- Senior Organizer with 5+ years' experience: \$50,000-\$56,000

Review of applications will begin immediately. The search will remain open until the position is filled or cancelled.

To apply: Please submit a cover letter, résumé, and names, positions, relationship, and contact info for three references via email to [jobs@kiwa.org](mailto:jobs@kiwa.org). Put "Latinx worker organizer" in the subject line. KIWA seeks applications from all qualified individuals.