

East Bay Housing Organizations

Campaign Strategy Director

Full-Time, exempt - \$80,000-90,000 DOE

Currently Remote, based in Oakland, California (candidates must reside in California and be available for in-person activities)

East Bay Housing Organizations (EBHO) is a member-driven organization that preserves, protects and expands affordable housing opportunities through education, advocacy, organizing and coalition building. This dynamic non-profit organization includes over 400 organizations and community leaders advocating for affordable housing development and just policies at the local and regional level.

Job Summary

EBHO is one of the most effective housing advocacy organizations in the Bay Area. We are seeking someone who cares about making a difference for people experiencing the affordable housing and displacement crisis, working at the intersection of policy and organizing. The ideal candidate will plan and advance winning campaigns, supporting and integrating the efforts of our policy and organizing teams. The Director will support and be supported by our small and tight-knit staff team, as well as our dynamic and diverse network of members and partners. They will work with the best affordable housing experts and advocates in the Bay Area and connect with community-based-organizations, mission-driven housing providers, grassroots advocates, and affordable housing resident leaders. Our 12-person team is diverse but united in our passion for housing justice and social justice. We work hard and also value balance, self-care, family and community.

This position reports to our Executive Director.

Duties and responsibilities:

- Lead on overall campaign planning and strategizing, including working to prioritize and plot out campaigns, set goals, and track progress
- Working with Lead Organizer, Communications Manager, Membership Director and Executive Director to develop mobilization and engagement strategies across EBHO's diverse membership
- Serve as connector between Policy and Organizing teams; helping both teams to develop integrated campaign activities

- Support organizing team in developing and carrying out leadership development programs and recruitment/expansion of base
- Support policy team in identifying and creating opportunities for member and partner involvement in grass-roots and legislative advocacy.
- With Lead Organizer, play a central role in planning electoral activities to increase voter registration and turn-out of low propensity voters in affordable housing properties.
- With Program Director, activate electoral and voter research to move advocacy in the suburbs
- Develop and execute strategy for ongoing relationship-building with local elected officials
- Oversee 501(c)3 electoral compliance and lobbying tracking for the organization
- Support the organization with selected media and speaking appearances, participation in working groups etc. Be a thought partner with the Executive Director and help represent the organization in various political and public forums
- Capacity permitting, train and guide other staff on principles of campaign planning and advocacy.

Desired Qualifications:

- Minimum 5-7 years relevant experience
- Community organizing, political or labor organizing, campaign/lobbying or public policy/legislative experience with demonstrated success in campaign planning, implementation and strategizing
- Background in and knowledge of state, regional and local housing issues
- Demonstrated success in leading cross-team or coalition campaigns to change public policies or systems
- Understanding of community dynamics, history, and political landscape across the Bay Area, particularly Alameda and Contra Costa County. Expertise in particular East Bay cities such as Oakland, Concord, Berkeley, Alameda, etc. a plus.
- Familiarity with nonprofit 501(c)(3) advocacy work and lobbying
- Demonstrated experience and skill working in and with racially & economically diverse populations
- Language facility in Spanish or Chinese a plus

Location and On-Site Safety:

EBHO's staff are currently all primarily working remotely, with access to the office as needed. However, we anticipate returning to *part-time* in-person work at our transit-accessible and spacious downtown Oakland office in 2022. Permanent employees must reside in the state of California. While much work can and will be performed remotely, we expect employees to be within reasonable commuting distance of Oakland to take part in on-site work and events as needed, and to be in touch with the geographic community we serve. EBHO follows all Alameda County public health guidance, currently requiring masking, vaccination, and social distancing in the office and at events. We require employees to provide proof of up-to-date vaccination against COVID-19, unless they can provide documentation for a medical exemption.

Compensation:

EBHO is a small organization with a transparent salary structure; salary for this position is between \$80,000-90,000 annually dependent on experience.

EBHO offers a generous benefits and leave package including 14 paid holidays, 5 personal/floating days, sick leave, ability to accrue 2-4 weeks of vacation depending on tenure, opportunity to participate in 401(k) plan with employer match, and 100% of premium paid on employee basic dental and health care plans (we do not pay for dependent premiums).

To Apply:

Please send a PDF of your resume and a thoughtful, tailored cover letter to staff@ebho.org with the subject line "Campaign Strategy Director Application" . You are welcomed to include your LinkedIn profile or other online links as supplemental material, however, we do not necessarily review applications received only over social media.