

Director of Organizing
Engage Miami & Engage Miami Civic Foundation



Position: Director of Organizing
Salary: \$57,500 - \$75,000
Location: Miami, Florida
Reports To: Deputy Director

ABOUT ENGAGE:

Engage Miami takes down barriers and builds bridges to equitable civic leadership through voter registration, civic education, and organizing campaigns on the issues that matter to young people in Miami. Our mission is to build a more just, democratic, and sustainable Miami by developing a local culture of civic participation for young people that is bold, creative, and impactful. We build political power for young people in South Florida to make sure the future is better for everyone.

JOB DESCRIPTION:

Engage Miami seeks a Director of Organizing to oversee the organization's electoral, advocacy and organizing strategies. The Director of Organizing will be a key leader in the organization, responsible for activating youth voter engagement in South Florida and directing our Youth Vote electoral program and Young People's Policy Priorities (engage.miami/yppp) advocacy organizing program. The position's primary goal will be to build the power of young people in Miami-Dade at the voting booth and in our County and municipal governments. An ideal candidate is an experienced organizer with a proven track record of leading effective large-scale voter engagement campaigns and winning issue campaigns at the local level, who is deeply invested in making Miami more just and equitable and brings curiosity, a strategic mindset, a strong solutions orientation, and the ability to manage teams and systems for equity and effectiveness.

Core responsibilities will include:

Electoral Organizing 50%

- Develop large-scale voter registration programs focused on young people in South Florida and manage their successful implementation
- Develop and manage strategic c3 and c4 voter engagement and field plans in coordination with organizational leadership and staff that boost the turnout of Gen Z and Millennials, increase equity in voter representation and integrate with other organizing programs
- Lead strategies that integrate advancing Engage's Young People's Policy Priorities platform into local electoral organizing at the County and municipal levels, such as voter guides and recruiting candidates to sign on to our platform
- Manage field, data and other electoral staff for equity, effectiveness and growth
- Oversee and manage data, tools, systems, processes and resources used in organizing programs

Advocacy & Membership Building Organizing 30%

- Develop annual advocacy and membership building plans and strategies to build the power of young people in Miami-Dade and make the Young People's Policy Priorities (YPPP) a reality
- Oversee the implementation of advocacy and organizing programs, in collaboration with and incorporating ongoing feedback, input and strategic analysis from organizational leadership, staff and members

- Drive the development of our YPPP policy platform and campaigns, and ensure our organizing is resulting in consistent, effective, and powerful issue advocacy at the local level
- Direct plans for member recruitment, onboarding, engagement and leadership development
- Lead in assessing our local political landscape and opportunities, and stay up to date on the dynamic electoral, movement and political environment
- Work with organizing and other staff to develop and provide trainings related to electoral, advocacy and organizing programs that sharpen strategic analysis, deepen political education and develop skills and abilities for members, staff and fellows
- Manage and deepen organizational relationships with organizing partners, elected officials, coalitions, community leaders, and organizations, etc. to advance our mission
- Manage advocacy and organizing staff for equity and effectiveness, including developing and directing the YPPP Organizing Fellowship

Organizational Leadership 20%

- Participate or manage participation in organizing, electoral and advocacy coalitions
- Research and implement innovative strategies, practices and tools for organizing
- Assist the Development team in fundraising for electoral, advocacy and organizing work, by developing fundable plans, interfacing with select funders and providing input for grants
- Be a part of Engage's organizational leadership team, contributing to organizational strategy, management, vision and programs
- Collaborate with other team members, department directors, and Engage leadership team to coordinate strategy and planning to support Engage Miami's overall organizational goals
- Publicly represent the organization as needed in the media, on panels, etc.

Strong applicants will come ready with:

- At least 3-5 years of organizing, political and/or advocacy experience
- At least 2-3 years of experience managing teams
- At least 1 cycle of experience in a managing role for electoral campaigns
- Ability to write and implement electoral and advocacy organizing campaign plans
- Ability to plan, manage and assess electoral, advocacy and organizing programs and tactics, and collaborate with team to align programs and tactics with organizational goals. Deep knowledge of organizing tactics such as 1:1's, writing agendas, facilitating meetings and mobilizing people for advocacy.
- An understanding of and strong commitment to Engage Miami's mission of building the power of young people at the local level to advance equity, justice, sustainability and a healthy democracy
- Ability to understand policy solutions to local problems in Miami-Dade, as well as local government systems that dictate policy and its implementation
- Able to understand and lead programs that strategically respond to electoral, political, policy, organizing and community realities and context, including thoughtful analysis of unknowns, tensions, and synergies
- Goal orientation and strategic mindset, with ability to adapt and collaborate to meet desired outcomes and metrics with thoughtful, proactive, and intentional communication

- Self-driven work style, including strengths in being resourceful, innovating and finding creative solutions to problems, and achieving goals and following plans without needing close supervision
- Commitment to anti-racist, feminist, and culturally competent approaches to learning, leading, and organizing
- Strong management skills, including setting goals, delegating and communicating effectively, fostering a culture of accountability and giving and receiving feedback
- Proactive problem-solving, including the abilities to think ahead, troubleshoot potential problems, seek solutions, and help the team meet their goals, with thoughtful communication about issues as they arise. Strong applicants will have significant prioritization skills and an adaptable work style.
- Significant knowledge of civic systems and history, especially in Miami-Dade, including being consistently up to date on political and civic happenings locally
- Commitment to the growth and development of self, team, and community. Strong applicants will be inquisitive, curious and open to feedback, direction, and collaboration.
- Ability to leverage and implement data and quantitative systems and spreadsheets, especially into electoral work and plans
- Comfort operating with uncertainty and change, including being able and ready to take advantage of unexpected opportunities, adapt quickly to context shifts and move forward despite unknowns and imperfections
- Strong organizational skills, including an ability to manage complex systems for tracking and program planning.

Nice to have:

- A proven track record of success building and managing an organizing program and related budgets
- Deep knowledge of and preexisting relationships in the local Miami-Dade progressive, movement, political and organizing space(s)
- Formal education background in political science, public policy or other fields relevant to organizing young people to build power and make a local impact
- Knowledge of c(3) and c(4) rules and regulations regarding electoral work, candidate engagement and lobbying in Florida
- Understanding of and experience with grant writing and fundraising for electoral and organizing programs

Individuals who are Black, indigenous, or people of color, individuals with disabilities, and LGBTQ+ individuals are strongly encouraged to apply. All ages are encouraged to apply. Engage Miami is an equal opportunity employer. Qualified applicants are considered for employment without regard to age, race, color, religion, sex, national origin, sexual orientation, gender identity, disability, veteran status, or any other class protected by law. Assistance and/or reasonable accommodations during the application process are available to individuals upon request.

To apply, provide a resume and a cover letter as well as 2-3 relevant work samples that show the competencies needed for this position. Please email all application materials attached to hiring@engage.miami with the subject line 'Director of Organizing Application'. **Priority deadline is**

May 23rd though we encourage earlier applications and applications will be accepted on a rolling basis until the position is filled.