



OC Human Relations

Building community by fostering respect, resolving conflict and pursuing equality

EMPLOYMENT OPPORTUNITY

English/Spanish Bilingual Community Organizer – Community Building Initiative

Accepting Applications until December 30th at noon

Send cover letter and resume to: Norma López at norma@ochumanrelations.org

Preferred format for applications is pdf.

The Community Building Initiative (CBI) is a three-year project with focus on resident-based capacity to determine and implement positive change in low income communities. This initiative is currently beginning the second year of implementation of a community plan aimed at reducing crime in the community. This capacity is developed through community-based work on issues of concern to the residents.

OCHR is currently seeking to hire staff to support the engagement and organizing of residents in a neighborhood on the Westside of Anaheim. The position will build from the work completed a planning year and the first year of implementation of the three-year long plan to improve community safety by reducing the incidents of Part II crimes in the neighborhood. The role of the community organizer primarily is to maintain relationships with residents involved with the initiative, create connections with new residents, and work with partners – namely the police department, city staff and school district – to achieve the CBI targets and goals.

GENERAL DUTIES

Under the general supervision of the Program Director, to provide staff services to OC Human Relations; to research and initiate action toward solving community problems pertaining to interethnic relations, intergroup understanding, police/community relations, community safety, education, employment, health, housing; to provide assistance to diverse community groups and to do other work as required.

- Continue the implementation of the existing CBI Implementation Strategies and Activities
- Organize community meetings, action groups, outreach
- Engage and work with residents to facilitate work/activities around CBI goal strategies
- Maintain current and build additional resident leadership; work to coordinate trainings, workshops and other capacity building activities
- Facilitate and strengthen a resident-participatory collaborative of community/organizational partners, and external decision-makers
- Develop the key relationships necessary for the formation and success of the collaborative
- Develop policy campaign and action plans to achieve strategies defined in the existing strategic plan
- Continuously recruit residents into the various activities, teams, groups of the CBI
- Convene and build capacity of resident leaders to engage in and lead activities; maintain constant communication with residents
- Work closely with St. Joseph Health Community Partnership Fund staff and coaches

MINIMUM QUALIFICATIONS

A BA/BS degree or equivalent and at least 2 years of experience which demonstrates possession of community organizing, policy advocacy, community development skills, as well as the knowledge and abilities listed below; ability to communicate fluently – verbally and in writing – in English and Spanish.

General Knowledge of:

- Challenges faced by racial, ethnic, religious, LGBT, immigrant, low-income communities and intergroup relations
- Leadership development techniques geared toward training diverse groups of low income people
- Community organizing theory and strategies
- Policy advocacy to achieve institutional and public policy changes

Some Knowledge of:

- Working with community members on participating in community oriented policing strategies
- Understanding the impacts of crime and lack of safety on the quality of life for low-income communities of primarily Latino immigrants
- Methods for teaching cross-cultural relations and respect towards all people regardless of race, religion, national origin, ethnicity, disability, age, gender, sexual orientation, and/or socio-economic status
- Dynamics of intergroup relations, problem solving techniques and mediation/conciliation methods
- Human and civil rights issues

Ability to:

- Work with and empower diverse people to promote cooperation and mutual understanding
- Communicate with grass roots community residents in a non-patronizing manner
- Deal tactfully with sensitive problems involving divergent viewpoints
- Understand and teach the decision-making process of institutions to community groups
- Prepare comprehensive written and oral reports
- Investigate and analyze human relations problems
- Identify and dispel stereotypes about different groups

ANNUAL SALARY RANGE

\$41,000 to \$55,000 based on experience, plus generous benefits package including: full health, dental, 401(k), life insurance, 11 paid holidays, 9 sick days, 10 days paid vacation, and others.