



Are you passionate about HOUSING JUSTICE?

Do you want to make sure HUD TENANTS in SF have safe and dignified housing?

Do you want to join a diverse, multilingual tenant organization fighting for TENANT POWER?

Job Description: Lead HUD Organizer

The Housing Rights Committee of San Francisco (HRCsf) is a tenants' rights non-profit serving tenants citywide since 1979, offering free counseling and organizing support for San Francisco tenants in all types of housing, including rent-control, public housing and Section 8. Our purpose is to strengthen tenants' rights, improve living conditions for renters, and preserve and expand affordable housing opportunities. Through our counseling program, we support more than 5,000 tenants a year, and our organizing program has helped build five tenant associations across the city since 2019.

Position Summary: The HUD Lead Organizer will help organize tenants of HUD subsidized buildings in San Francisco as well as lead a team of two HUD organizers as they support the development and growth of powerful tenants associations in these buildings. Along with these two organizers and the members of the tenant associations, interns and other volunteers the HUD Lead Organizer will support in creating and implementing work-plans, and in general shape the strategic and tactical interventions needed to ensure that the base-building, power-building, and campaign goals of the associations are effectively met.

Along with the Organizing Director and the other Lead Organizers, whose focus is on Private Market and Geographic based Tenant Associations, this position plays a key role in the development of the entire Organizing Team and is part of the Organizing Department's Leads Team.

The Lead Organizer reports directly to the Organizing Director. This position is full-time and exempt.

Key Duties and Responsibilities:

- Supervise, train, and assist staff and members to increase the membership base of HUD tenant associations.
- Work with staff and members to identify, develop, implement, and help manage association building and tactical plans based on assessment of issues, needs, terrain and conditions that each association is operating in.
- Conduct outreach through phone calls, door-knocking (when safe), one-on-one conversations, and group meetings.
- Coordinate with the Communications staff as needed to further top-line narrative interventions or campaign material needs.
- Reports to the Organizing Director to coordinate broader campaign strategies in line with HRCsf's vision.

Qualifications:

- Demonstrated commitment to social justice, housing and/or worker justice, with a strong working knowledge of issues affecting low-income, immigrant, LGBTQ, and tenants of color and HUD tenants in San Francisco and the Bay Area.

- At least two years experience with base-building, leadership development, organizing campaigns, direct actions, and both leading and being a part of effective teams.
- Experience with supervision and mentoring, with a demonstrated ability to motivate, move, and inspire
- Ability to design, lead, and facilitate workshops and trainings for members that can be catered to different language abilities and backgrounds.
- Ability to evaluate plans and make adjustments accordingly and manage politically sensitive situations.
- Ability to frame issues and fights to members and in the media consistent with organizational values, strategy, and priorities.
- Ability to organize their time and that of their team to manage multiple projects at the same time while prioritizing based on long and short term needs and deadlines in a dynamic and changing environment.
- Ability to take initiative and be creative in developing staff for new roles and responsibilities with the support needed to be successful.
- Ability to receive direction and feedback from their supervisor, other Organizing Department members and members of the tenant associations.
- Sound interpersonal and communication skills, including the ability to establish and cultivate respectful relationships with people from diverse backgrounds.
- Ability to work evenings and weekends, as necessary.
- Demonstrated proficiency in Microsoft Word, PowerPoint, and Excel; Zoom; Google Suites; databases; and Internet research.

Salary and Benefits:

This position is a full-time exempt position with a current salary of \$61,500. Benefits include medical, dental, and vision including chiropractic and acupuncture, a generous accrual of paid vacations and sick time. This is a 40 hour position. Any hours over 8 hours a day receive one for one comp time. HRCSF is a caring work environment that centers self and collective care to ensure we are all here for the long haul!

To apply, send resume and cover letter to resume@hrssf.org attention Maria Zamudio with **Lead Organizer** in the subject line.

HRCSF is an equal opportunity employer: people of color, women, immigrants, LGBTQI2S, and people with disabilities are encouraged to apply! Diverse viewpoints are vital to our organization's mission and culture.