

Job Description

Position: Housing Justice Community Organizer

Reports to: Organizing and Advocacy Director

Location: Cleveland, Ohio

Hours: Full-time, Monday – Friday, 9am - 5pm (some evenings and weekends)



Job Summary

The Northeast Ohio Coalition for the Homeless (NEOCH) is seeking applicants for its full-time Housing Justice Community Organizer position. NEOCH is seeking a dynamic, passionate, and skilled organizer with experience in community organizing or social justice movement work, either professional or volunteer. You should apply if you are interested in running and winning campaigns for housing justice. NEOCH is a 501(c)(3) nonprofit with a mission to eliminate the root causes of homelessness while loving our diverse community through organizing, advocacy, education, and street outreach. This role seeks to advance NEOCH's organizing portfolio and advance the organization's goal of mobilizing a grassroots constituency to share ideas and build power to ignite public support, political will, and initiatives to eliminate the root causes of homelessness and housing insecurity. In coordination with the Organizing and Advocacy Director, this role will work directly with residents to organize, educate, and build power to redress our country's racist housing legacy and ensure that folks that are directly impacted are centered in this work towards housing justice.

For the last 30 years, NEOCH has been respected for our work to ensure that all people in Northeast Ohio who are experiencing or at risk of homelessness have equal access to justice, safe shelter, and secure housing. The Housing Justice Community Organizer will work to grow and nurture the housing justice movement in Cleveland by organizing to advocate for change. This position will provide regular community outreach, education, and leadership development support to build the capacity of renters in Cleveland to preserve, stabilize, and improve their housing. It will be critical for this position to develop an understanding of the fundamentals of organizing, affordable housing policy, undoing racism strategies, and to remain grounded in the City's historical political context and focused on uprooting systems of oppression.

Task Responsibilities (including but not limited to):

- In coordination with the Organizing & Advocacy Director, develop a system to respond to inadequate housing conditions reported by renters and determine existing efforts and capacity for organizing in rental housing
- In collaboration with community partners, establish a curriculum and community engagement strategy that educates renters on their housing rights and mobilizes them to respond to common predatory practices by landlords that often result in displacement and homelessness
- Recruit, train, and develop tenant leaders to build a Housing Justice Organizing Coalition and unite passionate stakeholders to take on issues of housing insecurity and homelessness
- Track, manage, and analyze data to inform campaign planning
- Work to develop the skills, capacity, and analysis of renters through formal and informal leadership development work to encourage participation and a sense of ownership among members through relationship-building
- Build grassroots capacity to manage eviction-prevention efforts

- Organize tenants to link issues identified up to systems level advocacy and demand legislation and administrative policies that further fair housing and prevent homelessness (e.g., “pay to stay,” source-of-income protections, and shallow rent subsidies)
- Provide support for renters to form associations at properties or in neighborhoods that lack cohesive representation and make connections to resources for renters to push for change in areas of concern
- Connect and build broad-based housing justice advocacy and organizing in the community
- Link stakeholders to NEOCH’s education, advocacy, and street outreach work to strengthen campaign work and connections to local organizing efforts
- Perform other duties as assigned

Qualifications:

- Experience and knowledge in community organizing, coalition building, and building power through grassroots organizing required
- A minimum of five years of experience working with low-income individuals and/or those experiencing homelessness
- Possession of a high school diploma or GED
- Commitment to NEOCH’s mission, vision, and values
- Commitment to fostering a work environment and organizing campaigns that challenge and undo racism, classism, sexism, homophobia, transphobia, anti-immigrant sentiment and other forms of prejudice and oppression
- Proven experience working with the public, and developing and maintaining excellent relationships
- Excellent oral, written, and organizational skills with attention to detail
- Experience with Microsoft Suite, data entry, and documentation or commitment to learn (training can be provided)
- Ability to work flexible hours in times of need, including weekends and evenings
- Awareness of and adherence to strict boundaries and professional ethics in the care of others
- Belief in the principles of self-determination, social justice, and equity
- Bilingual in English/Spanish preferred
- Ability to provide own transportation
- Ability to lift and carry supplies equal to or greater than 30-50 pounds

Compensation: Salary \$40,000 (exempt)

Benefits:

- Health, dental, vision and disability/life insurance available,
- 10 vacation and 10 PTO days, paid federal holidays

NEOCH seeks to dismantle systems and forms of oppression- racism, sexism, heterosexism, transphobia, classism - and we embrace cultural diversity. We are an equal opportunity employer.

Join our team!

Please send a cover letter and resume to Josiah@neoch.org by May 1st, 2024