



Northwest Workers' Justice Project seeks Bilingual Worker Organizing Coordinator

Northwest Workers' Justice Project protects workplace dignity by supporting the efforts of low-wage, immigrant and contingent workers to improve wages and working conditions and to eliminate imbalances in power that lead to inequity. We offer high-quality, direct legal assistance to workers and their organizations; support organizing efforts; educate workers, their leaders and the public about workplace rights; advocate for better employment laws; and promote greater access to low-cost employment legal assistance. For more information about NWJP visit our website:

www.nwjp.org.

Our office is in Portland, Oregon. We are a hybrid in-person and remote work office, and we prefer that a successful candidate be available to work in person one day a week. This is listed as a full-time, 40-hour a week position, but FTE is negotiable.

Position description:

NWJP seeks a bilingual Worker Organizing Coordinator to support low-wage and immigrant workers to build power in their workplaces as a way of fighting inequity and dismantling structural racism. This is an exciting and unique position to support workers organizing in low-wage and temporary/contingent jobs, connect them to legal and organizing resources, and provide education to assist them improve working conditions and build worker power. The Coordinator also will help NWJP design systems to more deeply connect worker-clients to its policy advocacy and nonprofit governance, and to bolster clients' involvements in their legal cases.

Duties may include:

- Supporting workers who want to organize their workplaces with resources, education and other services;
- Developing and implementing outreach and education strategies to support worker organizing in low-wage and temporary/contingent workplaces;
- Developing and maintaining good relationships with NWJP's client communities, unions, worker rights organizations and other community organizations, attorneys, and government agencies;
- Collaborating with NWJP staff, Portland Jobs with Justice, Voz Workers' Rights Education Project, and other worker rights organizations to identify needs of workers organizing outside of traditional unions and look for or develop resources to meet those needs;
- Working with traditional and alt-labor organizations to connect interested workers to their organizing and advocacy work;
- Supporting low-wage and immigrant workers to advocate for policy changes at the local, state and national levels;
- Working with NWJP's legal and administrative staff to connect workers to legal and policy advocacy and to provide input into NWJP's nonprofit governance; and



- Supporting NWJP's Healthy Worker Committee with leadership development and educational programs.

The ideal candidate will possess a combination of the following skills and experience:

- Passion and proven commitment to social and worker justice and a desire to disrupt existing systems of oppression;
- Experience in worker or community organizing preferred;
- Fluent English-language skills and proficiency in spoken and written Spanish required;
- Bicultural or cultural competence to support immigrant workers and ability to establish trusting relationships preferred;
- Ability to work both independently and as a team player;
- Strong organizational skills, responsible follow-through and flexibility around reacting quickly to changing priorities;
- Ability to be detailed-oriented with excellent time management skills;
- Strong oral and written communication skills, including willingness to give public presentations;
- Strong computer skills, including word processing and the ability to navigate common smartphone communication apps;
- Willingness and ability to flex work schedule to work weekends and evenings, as needed;
- A valid Oregon driver's license and access to a vehicle to travel to presentations and to meet with workers outside of Portland, preferred.

How to apply:

We will be hiring to start in January 2023, if possible. Review of applications will begin immediately and continue until the position is filled.

Please send a cover letter, resume, writing sample and a list of three references to Corinna Spencer-Scheurich, Director, at jobs@nwjp.org. Please include the posting you are applying for in the subject line.

NWJP strives to be an affirming, positive, diverse work environment and is an equal opportunity employer. We strongly encourage applicants who will contribute to our diversity and/or who come from our client communities to apply.

Salary:

Flexible FTE with .8 FTE or more preferred. Salary is commensurate with salary paid by Oregon legal services programs, which depends on experience. As an example, a successful, bilingual candidate with 0-5 years of experience working full time would expect to make \$43,100 to \$50,100 a year, but applicants with more experience are encouraged to apply and would be paid according to experience.

NWJP offers a medical, vision and dental plan that is covered 100% for employees and offers a small contribution to child coverage. After 2 years of employment, NWJP has a bonus plan currently amounting to 6% of all payroll and distributed to staff based on FTE; employees are encouraged to contribute bonuses to an IRA retirement plan. NWJP has a flexible work schedule, although this position will be asked to participate in meetings during regular office hours. NWJP provides paid vacation, sick days and holidays.