



WE'RE HIRING A YOUTH LEADERSHIP ORGANIZER

Next Up and Next Up Action Fund amplifies the voice of diverse young people to achieve a more just and equitable Oregon. In the past three years, we've transformed our organizational culture, deepened our commitment to justice, and the ongoing development of our shared analysis around anti-oppression. We envision an Oregon where young people boldly lead the state forward, our democracy is inclusive and accessible, and our communities are strong and resilient. We're Next Up, and we want you to join us!

WHO WE'RE LOOKING FOR

Please note: We care more about your ability to get the job done than whether you have formal or informal experience. We encourage you to submit your application if this job excites you! Next Up is seeking a committed, full-time Youth Leadership Organizer who will manage and intentionally develop our high school organizing programs. This position reports directly to and works closely with our Movement Building Manager.

We're looking for someone who believes in the power of young people to create change and is passionate about engaging with high school students through responsive organizing cohorts, political education, and advocacy to build a thriving future for youth of the global majority. Our ideal candidate takes initiative, is collaborative, creative, and detail-oriented, enjoys building relationships, and is committed to following the leadership of Black, Indigenous, and youth of color.

High School Movement Building & Youth Organizing - 70%

- Facilitate and grow our two [high school leadership development programs](#) which are focused on providing guidance, building relationships, and deepening high school student's grassroots organizing skills.
- Create, facilitate, and develop popular education curriculum and training on political education, anti-racist organizing, issue campaign development, and social, racial and economic justice for our base and broader community
- Build strong relationships with high schools by organizing with students, teachers, and other allies.
- Collaborate with policy and organizing staff to build out opportunities for youth advocacy efforts centered on the intersections of youth, racial, social and economic justice
- Organize high school voter registration drives in the Fall and Spring. Lead in recruitment, training, and development of youth vote interns and volunteers on voter registration.

General Support - 30%

- Contribute to efforts like events, fundraising campaigns, voter outreach, and contact, and database management
- Engage in organizational decision making and planning processes
- When appropriate, represent Next Up at coalition and community meetings and deepen relationships with community partners
- Contribute toward our communications strategy to break through the noise and amplify values-aligned youth power on social media platforms

- Attend board meetings and board committees as assigned

DESIRED QUALIFICATIONS

- Commitment to Next Up's mission, with an appreciation for the role of community organizing in social change and movement building.
- Excited to build, facilitate and maintain a strong sense of community with young people; a passion for amplifying youth voices and commitment to always centering the leadership and needs of Black, Indigenous, and youth of color in organizing work.
- Deep commitment to dismantling racism, understanding systemic and institutional racism, and a willingness to learn, teach, and discuss racial and social justice issues.
- Excellent communication skills and ability to engage many audiences -- specifically racially, ethnically, and socioeconomically diverse communities; multilingual and multicultural preferred.
- Strong time management and organizational skills including experience overseeing and managing multiple projects with competing deadlines.

Preferred but not required

- Bilingual or multilingual
- Experience running youth programming or doing youth centered organizing
- Campaign, legislative, organizing, or other political experience
- Social media experience as it relates to organizing and engagement
- Working knowledge of VAN, Google Suite, Canva and EveryAction 8

LOGISTICS & APPLICATION INSTRUCTIONS

Job Title: Youth Leadership Organizer

Salary and Benefits: **\$45,100.** Our compensation philosophy and policy include annual salary increases. We provide a benefits package, including medical, vision, and dental coverage (with 100% of the premium covered by the employer), work laptop, professional development training, cell phone, and work from home stipends, flexible scheduling, paid time off, 13 paid holidays including one paid week of office closure in December of each year, parental leave (8 weeks paid, 4 weeks unpaid), and a paid sabbatical at five years.

Location: **Currently, we only work remotely.** Post-pandemic, our office is located in SE Portland, and travel throughout Oregon will be required.

Duration: Full-time, permanent, hourly position with evening and weekend work required with a start date of December 1st, 2021.

Deadline: **Applications will be considered on a rolling basis through October 25th,** and those missing a resume or cover letter will not be considered. For priority consideration, apply early.

Please send a cover letter and resume to [hiring@nextuporegon.org](mailto: hiring@nextuporegon.org) and in the subject line put Youth Leadership Organizer. Please highlight your experience and qualifications, and why you are interested in this specific role, in the cover letter. No phone calls, please.

Next Up is an equal opportunity employer. Black, Indigenous, and people of color, people with disabilities, and people of diverse sexual orientations, gender expressions, and identities are encouraged to apply. If you're excited about this position we hope you apply - imposter syndrome is real and no one ever meets 100% of the qualifications. We look forward to your application.