



NATIONAL FOSTER YOUTH INSTITUTE

Job Announcement: Organizing Manager

Location: Can be based in either Washington, DC or Los Angeles, California

About NFYI

National Foster Youth Institute (“NFYI”) aims to help transform the nation’s child welfare system by building a broad-based social movement led by young people and families directly involved with the system. Transformative change includes legislative and policy changes in the areas of providing services to families in crisis, preventing the removal of children, ensuring children in care experience a normal childhood, and addressing inequities in the current system. Launched in 2012, this unique organization’s programs include:

National Voices — Mobilizes foster youth across the nation to share their experience, feedback on, and program/policy ideas about the child welfare system with policy makers in order to transform the system. Activities include virtual townhalls, Congressional briefings and listening tours, and one-on-one meetings with members of Congress, locally appointed decision makers, and state representatives.

NFYI Local Chapters — NFYI organizes foster youth from specific geographic regions and develops campaigns unique to each community to develop local child welfare policy. NFYI has chapters in Michigan, New Jersey, DC/Maryland/Virginia, and Los Angeles.

Organizing Internship — NFYI’s Organizing Internship program is being piloted in Los Angeles, California with a goal to replicate nationwide. The internship trains a small cohort of former foster youth in community organizing strategies and tactics, including how to mobilize foster youth and develop campaigns that change child welfare policy. Interns gain valuable employment and leadership skills and become well-trained community organizers during the six-to-nine-month internship.

Congressional Foster Youth Shadow Week — NFYI’s signature event occurs annually and brings current and former foster youth to Washington, DC for a week of trainings in community organizing, public speaking, legislation, and government. Delegates shadow their member of Congress and utilize their lived experience to educate the representatives on how specific areas of policy are needed to positively impact foster youth. Delegates begin to strengthen their relationships with their elected representative and learn the importance of civic engagement. Members of Congress gain a deeper understanding of how complex systems impact their constituents.

NFYI’s programs train the next generation of foster youth to transform the child welfare system. NFYI trains members in community organizing, critical thinking, program analysis and design, policy, leadership and professional development, and communication. These trainings are vital to mobilizing foster youth and partnering with policy makers to create systematic change within the child welfare system. NFYI aims to be at the forefront of all child welfare policy reform and creation. The goal is for policy makers to harness the expertise foster youth have whenever developing new programs and policy.

For more information, please visit www.nfyi.org.



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Position Description

NFYI seeks a dynamic, creative Organizing Manager to support and build a social movement led by the families and youth most impacted by the child welfare system and inspire a cadre of dedicated, committed activists at the community level who will champion foster care reform, change cultural norms related to how it is viewed across the country, and elevate the profile of the issue by creating demand for change at the policy and system levels. Based in either our Washington, DC or Los Angeles, California offices, the Organizing Manager is an experienced community organizer with extensive experience in youth development, training and skill development and strategic systems change. The ideal candidate can cultivate meaningful relationships with community partners, decision makers and constituents of the child welfare system. The Organizing Manager will develop NFYI's Local Chapters, working directly with advocates, funders and policy makers across the country. The Organizing Manager reports directly to the National Policy and Organizing Director. Former foster youth are strongly encouraged to apply.

Key Responsibilities

- Create and implement strategic organizing plans to accomplish organizational movement-building and campaign goals on national, state, and local levels. Set measures for outcomes, collect data, communicate progress, evaluate programs, and adjust accordingly. Ensure that these metrics can be effectively communicated to NFYI leadership, funders, and other constituents.
- Oversee and manage organizing interns, contractors, volunteers, including in-state grassroots leaders to accomplish strategic organizing goals.
- Hire, train and support interns and volunteer leaders in skills necessary for them to succeed in their various roles; plan and run small, medium and large trainings that will grow NFYI's grass roots action network and improve impact; create tools to augment and support our training plans. Coordinate and manage communication with volunteers on national and statewide issues and activities.
- Manage cross-departmental projects effectively; work with other NFYI senior staff to ensure effective collaboration on all projects and campaigns, including outreach, data, communications, digital and policy efforts.
- Communicate effectively the mission, vision, goals, and accomplishments of NFYI to the members of the child welfare community, policy makers at the local and national level, funders, and the public in general.
- Build local, state and national coalitions to create change within the child welfare system. Identify and engage with community partners that will support Leadership Corp Chapter's goals.
- Support, coach and train current and former foster youth ages 19 to 30 in building community movements to transform the child welfare system.
- Develop and facilitate creative and interactive training curriculum both in person and virtually.



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Desirable Skills & Qualifications

- Must have a Bachelor's degree (BA, BS) or higher from an accredited college or university or at least 5 years-experience as a community organizer.
- Significant and deep experience in youth leadership development, movement-building and grassroots organizing strategy.
- At least 5 years of work experience in a similar role.
- Experience mentoring and managing volunteer teams, staff and interns.
- Cultural competency to work with individuals from diverse backgrounds.
- The ability to inspire young leaders, build competencies and train youth in strategically telling their stories and designing advocacy campaigns to impact how legislators develop and implement policy.
- Work well with people in various communities, institutional and governmental organizations.
- Expertise in building relationships with local leaders and engaging them in strategy development.
- Strong listening and facilitation skills with diverse groups and in under-resourced communities.
- Ability to work independently, be flexible and resourceful, and manage multiple priorities.
- Work well in a team-oriented environment and maintain harmonious relationships.
- Knowledge of the local, state and national political and policy process.
- Marketing and outreach experience.
- Track record of successful campaign work (issue or electoral).
- Demonstrated commitment to social justice.
- Detail-oriented with excellent communication, organizational, interpersonal, and writing skills.
- Experience with public speaking and presentations.
- Proficient computer skills, especially using Microsoft Suite and Google Suite of applications.
- Must have reliable transportation, be able to drive a car, and have appropriate auto insurance coverage, and a valid Driver's license.
- Must be representative of, or have experience working with, foster youth.
- Experience in coalition building
- Experience in training and curriculum development

Personal Qualifications

The candidate has a commitment to developing leaders and community organizing. Strong commitment to social change through community empowerment. Personal values align with the vision and values of National Foster Youth Institute.



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Physical Requirements & Work Environment

Must be able to drive a motor vehicle. Must be flexible working in a fast-paced, non-profit environment. Experience or interest in child welfare system is a plus. This position works both in the NFYI administrative office and on occasion travels to program events. Must be willing to use personal equipment such as cell phone and laptop/tablet when working remotely.

Salary & Schedule

- Salary is commensurate with experience. Competitive benefits available.
- This is a full-time, exempt position. Candidate must be willing and able to travel extensively and willing to work a flexible schedule, including evenings and weekends.

How to Apply

Please send your resume and cover letter to Zahra Marín at Zahra.marin@nfyi.org.