



Lead Organizer Application

(Full Time Position - Economic Justice Campaign)

Organizational Overview

I Have a Future is a statewide community of youth organizers and allies who build power to win youth jobs and end mass incarceration through transformational leadership development, direct public action, and policy change.

Youth organizers, teachers, and young people from across MA formed the Youth Jobs Coalition in response to 2009 state budget cuts that would have left 4,000 youth unemployed. The YJC was successful in reversing the budget cuts and winning supplemental funding through our first annual Youth Rally and legislative meetings. In 2014, we expanded our framing to become I Have A Future so that we could focus on all the ways that structural racism denies young people of color opportunities. Racism and economic inequality manifest as monumental unemployment and criminalization for teens of color. We want to change how young people of color are seen in MA—from being seen as future criminals to being seen as the state's future workforce and leaders.

Our victories in the past 13 years include securing \$24 million for YouthWorks jobs programs, increasing the minimum wage to \$15/hour, blocking a discriminatory “teen sub-minimum wage,” passing phase one of juvenile record expungement, and raising the age of juvenile jurisdiction from 7 to 11 years of age. We continue to organize our constituents and use the Rally to push the momentum for youth justice.

Position Overview

I Have A Future is a strategic policy and narrative campaign to move toward justice in each arena, and eliminate structures that are preventing low income, and young people of color from accessing true economic opportunity. Our main issue campaigns include the Campaign for Full Youth Employment and the Campaign to End Youth Criminalization.

I Have A Future is seeking a Lead Organizer to engage a team of youth (ages 14-19) in Roxbury, Dorchester, and Mattapan and uplift their voices and amplify opportunities to strategize and practice the skills of direct public action and policy change.

The Lead Organizer will utilize our annual youth justice rally, lobby days, community kickbacks, and youth programming to advocate for legislative policies that provide opportunities for youth in Massachusetts.

Responsibilities

- (Leadership Development) Train and support youth in outreach, community organizing skills, storytelling, equity/economic justice and the MA Statehouse legislative calendar.
- (Leadership Development) Attend other trainings and workshops to make connections,

- gather input on projects and educate about the importance of this campaign (this includes monthly coalition gathering meetings)
- (Base-Building) Increase the IHAF member base in target neighborhoods and across the city through outreach, engagement and relationship building, virtually and in person, focusing on the following communities:
 - Boston (esp. Dorchester and Roxbury)
 - Chelsea
 - Worcester
 - Springfield
 - Brockton
 - (Campaign Strategy) Maintain existing and build new relationships with Legislators, Policy Makers, Community Development Corporations, grassroots organizing groups, local businesses and other group/institutions/community leaders, as well as press/media platforms
 - Plan and execute our Annual Youth Justice Rally
 - Help plan and execute fundraising events and other all-member events
 - Other related duties as assigned by supervisor and coalition

Accountability

- **Supervisory Responsibility:** This position supports and supervises youth organizers
- Track volunteer and member participation in our database
- Providing monthly reports as part of an ongoing evaluation of the program's success
- The Lead Organizers must first ensure buy-in from the IHAF coalition on the overall direction of campaigns. This means having a coalition mtg where coalition members vote by majority to support the direction of the campaigns.
- Maintains the structure and policies of the program to ensure safety and security, and reports problems. Shares in weekly staff chores (including but not limited to cleaning common areas, staff office, staff bathroom).
- Regularly ongoing assessment will occur throughout your time with the organization in a mutual way. A more formal assessment will occur at 6 months, with an opportunity for other staff and leaders to also share their appreciation as well as invitations for further growth.

Qualifications

- Understand the role of community organizing in developing powerful strategies and actions to change laws and narratives. Furthermore, you are eager to improve on what has been done before through research, training, and experimentation.
- Strong racial analysis and understanding of intersectionality in fighting for social change
- A self-starter who is detail-oriented, able to take initiative and ownership of projects, and able to provide creative and strategic feedback in the planning process
- Experience working with young people, particularly through a youth organizing and youth development lens
- Ability to produce high quality work in a fast-paced environment while multitasking
- Excellent interpersonal, verbal, and written communication skills; public speaking, facilitation,
- Ability to balance interests, negotiate, and work with a variety of internal and external stakeholders

- Relational working style - ability to listen well, collaborate, give and receive feedback, and coach effectively. IHAF is a small team and we want to see each person grow!

Nice-to-Haves

- Knowing another language is also a great asset to have for this job (Spanish, Cape Verdean Creole, and Haitian Creole are most often used in the area, but any additional language is always great).
- YouthWorker certification and experience is a plus
- Prior non-profit management experience a plus
- Fundraising and grant writing experience a big plus

Benefits and Compensation

This is a full time salaried position ranging from \$50-52k /year depending on experience. IHAF offers a flexible schedule with competitive benefits.

In addition to salary, medical and dental insurance, and paid time off, I Have A Future highly values personal and professional development of our team. This includes:

- Opportunities to attend training on youth organizing, racial justice, relational culture, etc. Individual coaching opportunities in addition to weekly supervision meeting
- Organizational retreats
- Staff bonding days

To apply

Please send a **resume, and cover letter in addition to any supporting materials (media, writing pieces, presentations, etc)** detailing how your experience and skills make you the best candidate for the job to our email, IHAFMA@gmail.com.

I Have A Future is an equal opportunity employer, and we make a particular effort to recruit people of color to apply for open positions.