



**Position Title:** Organizing Director

**Reports To:** Deputy Director

**Location:** Hybrid – Boston (minimum 3 in-office days/week)

**Salary Range:** \$75,000- \$85,000

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## About City Life/Vida Urbana

City Life/Vida Urbana is a 50-year-old multilingual, grassroots housing justice organization committed to building collective power to fight displacement and win housing as a human right. We use a radical organizing model that connects personal housing struggles to broader systems change. Our team is grounded in shared values of racial, economic, and gender justice, and we seek team members who thrive in collaborative environments.

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## Position Summary

City Life Vida Urbana (CLVU) seeks a visionary **Organizing Director** to lead our citywide tenant and community organizing initiatives. This senior leadership role combines strategic direction, program oversight, staff management, and movement-building. The Organizing Director will define the organizing agenda, cultivate leadership among staff and community members, and ensure CLVU's programs drive tangible impact for tenants and communities. This role reports directly to the Executive Director and is central to shaping the organization's long-term strategy and influence.

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## Key Responsibilities

### Strategic Leadership (25%)

- Set the vision and strategic direction for CLVU's tenant organizing programs.
- Develop multi-year organizing plans that advance housing justice, racial equity, and community power.
- Identify emerging organizing opportunities and lead citywide campaigns.
- Align organizing strategy with fundraising priorities and organizational growth.

### Staff Leadership & Development (30%)

- Lead, supervise, and mentor organizing staff, interns, and volunteers.
- Build a strong, collaborative, and accountable team culture.
- Oversee staff hiring, onboarding, training, and annual evaluations.

### **Movement Building & Coalition Engagement (25%)**

- Strengthen citywide coalitions, partnerships, and networks with tenants, advocacy groups, and community organizations.
- Represent CLVU in coalitions, campaigns, and policy advocacy initiatives.
- Promote leadership development and grassroots power-building across communities.

### **Program Oversight & Evaluation (10%)**

- Ensure high-quality implementation of organizing campaigns and programs.
- Monitor program metrics, evaluate impact, and report outcomes to leadership, board, and funders.
- Support compliance with funding requirements and reporting guidelines.

### **Communications & Public Advocacy (10%)**

- Serve as a spokesperson for organizing initiatives when appropriate.
- Guide communications strategy to highlight campaign successes, mobilize communities, and elevate CLVU's mission.

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## **Core Competencies**

- **Strategic Vision:** Ability to plan and implement multi-year organizing strategies that drive systemic change.
  - **Leadership & Team Development:** Skilled at building high-performing, motivated teams.
  - **Community & Coalition Building:** Expertise in grassroots organizing and coalition strategy.
  - **Equity & Inclusion:** Deep commitment to racial, economic, and housing justice in all programs and leadership practices.
  - **Communication:** Clear, compelling, timely, and persuasive messaging skills for diverse audiences.
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## Qualifications

### Required:

- 7+ years of progressive experience in tenant or community organizing, with at least 3 years in a leadership role.
- Demonstrated success in staff management and mentorship.
- Strong understanding of base building, housing policy, tenant rights, and statewide organizing practices.
- Experience leading campaigns, coalitions, and strategic initiatives.

### Preferred:

- Multilingual abilities (Spanish, Haitian Creole, Portuguese).
  - Fundraising and budget management experience.
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## Benefits

- 100% employer-paid medical and dental insurance
  - Health Reimbursement Account (HRA)
  - 401(k) with employer contribution after 9 months
  - 3 weeks paid vacation, 12 paid holidays, and sick leave
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## To Apply

Submit resume and cover letter to: [jobs@clvu.org](mailto:jobs@clvu.org)

Subject line: **Organizing Director Application**

Applications will be reviewed on a rolling basis. Priority consideration will be given to candidates who apply as soon as possible. The position will remain open until filled.

CLVU strongly encourages applications from Black and Brown people, working-class individuals, LGBTQIA+ folks, and others underrepresented in leadership.