

## **REGIONAL ORGANIZER**

COMPENSATION: \$45,000 to \$75,000+

FLSA: Exempt

LOCATION: Locations nationwide

CONTACT: [jobs@naca.com](mailto:jobs@naca.com) or 617-250-6222 ext.1221

BENEFITS: Comprehensive package: single/family health, vision, dental, 401(k) and more

WEBSITE: [www.naca.com](http://www.naca.com)

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### **NACA**

NACA is the country's preeminent non-profit homeownership and advocacy organization with over two million Members through over forty-five offices nationwide. Over the past thirty years NACA has established a track record that has earned both the respect and fear from others in the lending industry. NACA stands out in the following areas: 1) It is the most effective organization in the country in providing affordable homeownership; 2) It is the place to work to fight for economic justice for those dedicated and willing to work hard; and 3) It provides unprecedented opportunities for staff to do well financially by doing good.

Started in 1988, NACA has won campaigns against some of the country's most powerful companies and individuals that engaged in predatory and discriminatory lending. NACA's success is a result of its aggressive, confrontational advocacy and state-of-the-art systems and operations. The purchase program provides comprehensive counseling as HUD's largest housing counseling agency (through its Neighborhood Stabilization Corporation subsidiary) with access to NACA's Best in America mortgage: no down payment, no closing costs, no requirement for perfect credit and always at a below-market, fixed interest rate. NACA has over \$15 billion in mortgage commitments from the country's largest lenders to support this program. Through its HomeSave program for homeowners with an unaffordable mortgage, NACA is also the most effective in providing affordable solutions and has done so for over 250,000 at-risk homeowners nationwide.

Built on this track record of success, NACA is undertaking rapid expansion across the country with the hiring of many additional staff nationwide. NACA continues its aggressive advocacy in fighting for economic justice for low-to-moderate income people and communities. In addition to affordable homeownership, NACA takes on economic justice issues such as student debt, tax equity, income inequality, environmental and other issues. Employees at NACA have a tremendous impact on the communities and the Members they serve. For more information about NACA, its history and programs, visit [www.naca.com](http://www.naca.com).

### **REGIONAL ORGANIZER**

NACA seeks seasoned organizers to build NACA's volunteer base, develop leaders and engage in campaigns and advocacy. NACA has a rich history of affecting transformative change in achieving affordable homeownership and in changing lending practices. The regional organizers will build on that record of success to drive lasting, structural change on issues of economic justice through empowering and mobilizing communities across the U.S. The organizers will engage NACA's over two million Members (individuals who participate in NACA programs) and a broader coalition working toward NACA's mission to fight for economic justice through activities and campaigns addressing voting access, student debt, criminal justice, political fairness, and more. Advocacy efforts include ballot initiatives, campaigns and activities targeting individuals,

companies and governmental policies. The organizer will also lead widespread initiatives among NACA's Membership and volunteer base. These include voter registration, voter participation, and engaging NACA's Members in programs and community action.

The Regional Organizers will be responsible for outreach and activities within their designated geographical region. The Regional Organizer will oversee and manage other organizers. They will work in other regions as appropriate. He/she would work closely with other regional organizers, NACA's CEO and the management team. NACA's campaigns and advocacy efforts involve extensive research, targeted litigation, regulatory advocacy, legislative and ballot initiatives, and demonstrations and actions directed against individuals, corporations, and government entities that are on the wrong side of fair lending and economic justice issues. NACA's advocacy approach is based on confrontational, aggressive direct action to confront the CEOs and decision makers where they live and socialize. These sometimes require non-violent civil disobedience, and the Regional Organizers will be at the forefront of these actions and will be responsible for involving Members and supporters.

The ideal candidate is an experienced community and/or political organizer with an accomplished record of leading successful campaigns with extensive experience in field leadership at a state or national level. S/he will have exceptional political savvy and persuasive speaking, writing, and influencing skills combined with a well-developed command of field operations, communications, and outreach best practices. It is essential that s/he has: a personal and professional commitment to social and economic justice; a strong work ethic; a relentless pursuit of success; comfort pushing forward in uncertain situations; and strongly supports NACA's aggressive strategies, philosophy and tactics.

### **JOB RESPONSIBILITIES:**

Specifically, the Regional Organizers will:

- Build an engaged, effective, and active community of Members, volunteers, and coalition partners to act in support of NACA's campaign and organizing efforts and increase participation in NACA programs.
- Organize direct actions and demonstrations nationwide including outreach, participation, messaging, transportation, and logistics.
- Design activities and work with Members to fulfill participation requirements in NACA's programs. Monitor and ensure engagement of Members in NACA's programs, actions, and campaigns, as well as create and provide tools to empower Members and inspire them to pursue economic justice through direct and meaningful action.
- Train and manage organizers to accomplish the goals and meet the required outreach, participation and other requirements.
- Develop and work on campaigns and ballot initiatives as determined by NACA.

In the discharge of these duties, the Regional Organizer must accomplish the following on a day-to-day basis:

- Call large numbers of Members and community residents.
- Knock on many doors including Members.
- Meet with interested and concerned Members and community residents.
- Design activities and work with Members to fulfill their participation requirements.
- Ensure and monitor the participation of Members.
- Work with community leaders and other organizations to further advocacy objectives

- Establish and organize Neighborhood Action Committees – local community action groups organized by NACA and its Members.
- Contribute to the creation and distribution of campaign and other materials.
- Participate in hearings, meetings and other activities.
- Organize for direct actions including disrupting events (non-violent activities)
- Organize and send out mailings.
- Research property, individuals, companies, etc.
- Work with Housing Counselors to assist Members during qualification, pre- and post-purchase.
- Participate at NACA Workshops to involve participants in NACA's actions and activities.
- Ad hoc projects and activities as required by NACA Management.

### **TIME DEMANDS:**

Approximately 50+ hours weekly and as necessary to meet the demands of the job with evenings and weekend work. S/he must be flexible, ready and willing to address other functions and activities as required by NACA. This position requires extensive travel.

### **COMPENSATION:**

The salary range is between \$45,000 and \$75,000+ based on experience, skills, degrees and certifications. The candidate's performance evaluation and future compensation is largely based on meeting the Job Responsibilities, Competencies and Skills stated herein.

### **JOB QUALIFICATIONS**

NACA seeks leaders with a positive and open attitude, a strong work ethic and relentless commitment to success with attention to detail. S/he is expected to have a high level of core competencies and skills included in one's personal characteristics and professional experiences in the following areas: communication, organizational skills, professional skills, professionalism, customer service, time management, positive leadership, computer skills and being mission-driven. The **Core Competencies & Skills** are described in detail at [www.naca.com](http://www.naca.com).

### **EDUCATION & CERTIFICATIONS:**

- Bachelor's degree or compensating experience - Required.
- Advanced degree - Preferred.
- Training for union organizing, community advocacy and/or political campaigns – Preferred.

### **EXPERIENCE & SKILLS:**

- Five (5+) years of experience in the field of organizing, leading campaigns and/or ballot initiatives.
- A successful record of developing targeted campaigns to obtain successful outcomes, draw awareness to injustice, and build public support for an issue. Experience serving in leadership roles in organizing campaigns and in running field operations on electoral or issue campaigns is a must.
- Strong marketing, public relations, and communications experience with the ability to engage a wide range of stakeholders through strategic messaging. A background in or experience with utilizing social media is highly desired.
- Experience training and developing staff and volunteers in organizing, community advocacy or political operations.

- Demonstrable focus, resilience, and the problem-solving skills to develop solutions under challenging circumstances. The judgment, maturity, and savvy to manage up and down effectively, working and delegating in order to meet aggressive deadlines and ambitious goals.
- Highly developed interpersonal skills, tenacity, and emotional intelligence, including a demonstrated ability to work in a fast-paced environment.
- Strong writing, presentation and oral communication skills, as well as an ability to synthesize and translate complicated information into clear, compelling language.
- Keen analytical skills, including the ability to think critically, make decisions, and justify recommendations based on data and analysis. Willingness to think entrepreneurially and creatively where necessary for success.
- Background in mortgage industry and/or non-profit helpful, but not required.
- Ability to write and speak languages other than English, particularly Spanish, is a plus.

### **APPLICATION PROCESS:**

Applicants must complete the application at [www.naca.com](http://www.naca.com).

NACA is an equal opportunity employer. Minority and bilingual individuals, particularly those who speak and write in Spanish, as well as second change applicants are strongly encouraged to apply. To follow-up and for inquiries regarding this and other positions contact NACA's HR Department at [jobs@naca.com](mailto:jobs@naca.com) or call 617-250-6222 ext.1221.

This job description is solely for descriptive purposes with NACA reserving the right to make unilateral changes to this job description including the compensation for all staff or on an individual basis. NACA may also change the compensation during campaigns, activities and events at its discretion. This does not constitute a contract for employment. Nothing herein shall limit NACA in its sole discretion from terminating a Counselor for any reason or no reason with employment on an "at-will" basis.