

NATIONAL ORGANIZING DIRECTOR

COMPENSATION: Based on experience

FLSA: Exempt

LOCATION: Boston, MA

CONTACT: 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

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.

ORGANIZING DIRECTOR

NACA seeks a seasoned organizer, base-builder, and leadership developer to serve as National Organizing Director. This person will implement the organization's vision for its future growth and development as a catalyst for change through direct action. NACA has a rich history of effecting transformative change in achieving affordable homeownership and in changing lending practices. The National Organizing Director 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. Rooted in NACA's large and active membership, this strategy will develop communities' capacity to flex political muscle and create a critical change mechanism

through NACA's outreach and advocacy efforts. This includes engaging Members in their communities and involvement in activities and campaigns addressing student debt, criminal justice, political fairness and economic justice issues.

The National Organizing Director will design and implement a national strategy to empower and 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 and secure the right to affordable homeownership for all. The Organizing Director will work closely with NACA's CEO and management team to build and manage a nationwide department responsible for outreach while overseeing community organizers located in some of NACA's 45+ local offices who will engage NACA's Members and increase participation in NACA's programs. In keeping with its deep roots in advocacy and leveraging its Members, NACA will continue to increase the number of individuals and families it serves with an expanded leadership team, headquartered in Boston, MA.

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 National Organizing Director and staff will be at the forefront of these actions and will be responsible for involving Members and supporters.

JOB RESPONSIBILITIES:

Reporting to the CEO and working alongside a committed and knowledgeable leadership team, the National Organizing Director will be responsible for building and managing a national team dedicated to outreach in support of NACA's mortgage programs, engaging Members, multi-state campaigns and other advocacy initiatives. Specifically, the National Organizing Director 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.** Recruit and manage a committed team of organizers and field staff in regions across the country who will mobilize NACA Members and community residents, collaborate with churches, community leaders, and other organizations. Establish Neighborhood Action Committees – local community action groups organized by NACA and its Members - to serve as the foundation for empowering communities. Work in partnership with cross-sector leaders and grassroots organizers to increase participation in NACA's programs and to participate in campaigns, ballot initiatives and other advocacy initiatives.
- **Work closely with the CEO and NACA leadership to develop and implement an overarching campaign and policy strategy to combat economic injustice.** Support the CEO in developing and implementing NACA's advocacy efforts. Align resources and staff to meet benchmarks towards those goals. Collaborate closely with NACA's communications, research, and leadership teams to develop effective and successful multi-state, multi-issue ballot and other initiatives that further NACA's mission. Assess support for and resistance to initiatives and develop effective persuasion strategies at the local and state levels. Work alongside the Communications Director to effectively communicate NACA's positions and create content for broader education and outreach.

- **Organize direct actions and demonstrations nationwide including outreach, participation, messaging, 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. Create and provide tools to empower Members and inspire them to pursue economic justice through direct and meaningful action.

TIME DEMANDS:

The National Organizing Director must be able to meet the demands of the job that consists of 50+ hours a week. This is a very demanding leadership position requiring the willingness and ability to work long hours including evenings and weekends. Extensive national travel is expected.

COMPENSATION:

This is an exempt position with salary based on experience, skills, performance 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, and ability to meet aggressive deadlines and ambitious goals in a fast-paced environment. 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.

EDUCATION & CERTIFICATIONS:

- Bachelor's degree – Required.
- Advanced Degree - Preferred.
- Certifications, training, and licenses that demonstrate important knowledge and credentials - Preferred.

EXPERIENCE & SKILLS:

The ideal candidate will be an experienced community or political organizer with an accomplished record of leading successful campaigns and experience in field leadership or in other senior organizing roles 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 staff management, field operations, communications, and outreach best practices. It is essential that h/she has a personal and professional commitment to social and economic justice, strong work ethic, relentless pursuit of success, comfort pushing forward in uncertain situations, and strongly supports NACA's aggressive strategies, philosophy and tactics.

Specific requirements include:

- Five (5+) years of leadership experience in the field of organizing and/or campaigns.
- Four (4+) years of supervisory experience managing and recruiting a significant team.
- A successful record of developing targeted campaigns to obtain successful outcomes, draw awareness to injustice, and build public support for an issue. Experience serving as a field

director or in other senior leadership roles in major national organizing campaigns and in running statewide 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.
- A highly effective team builder with a record of managing organizing and campaign teams to high performance. Experience training and developing staff and volunteers in organizing, community advocacy and/or political operations.
- Demonstrable focus, resilience, and the problem-solving skill 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.
- Impeccable writing, presentation and oral communication skills, as well as an ability to synthesize and translate complicated information into clear, compelling language.
- Ability to think critically, make decisions, and justify recommendations based on data and analysis. Willingness to think entrepreneurially and creatively. 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.

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 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.