



CIVIC ACTION PROGRAM DIRECTOR

JOB ANNOUNCEMENT (Feb. 2008)

Somos Mayfair (formerly the Mayfair Improvement Initiative) in east San Jose, CA is seeking a Program Director to build on our organization's ten years of success in fostering community transformation. Somos Mayfair is focused on supporting families to be loving, healthy and resilient; supporting our community to be an interdependent and vibrant place to live and raise our families; and contributing to the larger building of a people's movement for justice.

The Civic Action Program Director will lead our unique community organizing programs. Somos Mayfair is one of the growing numbers of agencies in the country that seeks to provide both direct services and community organizing programs under one roof. These distinct emphases share some goals that are common to both areas (i.e. family health and leadership development) and goals that are unique to each area of focus. Both emphases however must contribute the overarching goal of Somos Mayfair of making a direct contribution to the building of a larger movement for justice in this country and to building power in our community.

Civic Action Program

The Civic Action program is a critical component of Somos Mayfair's overall program strategy. It is also Somos' newest program department, having only been formally staffed since FY2007-08. What we ultimately aim to achieve in our Civic Action work is to build the leadership skills of residents to effectively organize and facilitate collective action by Mayfair residents on behalf of the entire community. While Somos Mayfair has prior history on community organizing, we are presently in the process of building a unique theoretical model for how we do community organizing. What distinguishes Somos' approach are the following characteristics:

- Our organizing campaigns incorporate popular education methodologies from beginning to end;
- The process of residents learning and experiencing personal and collective transformation is as important to us as the end goals of each campaign;
- Through leading campaigns, residents will develop skills to be the leaders and facilitators of our popular education methodologies;
- We intentionally structure our resident leadership groups to serve as community organizing action groups as well as personal support groups;
- Our community organizing work must be directly integrated with the ongoing work of Somos' other two program departments.

We have begun this work by building a base group of community leaders that are Latina immigrants. Our intention is to build on this foundation to continue this work as an ongoing core program.

The Program Director Position

The Program Director (PD) is one of six senior management positions in the agency. The PD is responsible for the continued development, implementation, evaluation and dissemination of Somos' Civic Action programs. The PD leads a staff of one full-time Civic Action Promotora. In addition the PD

works in collaboration with a number of allies working with Somos Mayfair. The PD will manage a program budget of approximately \$300,000.

Four key priorities that the PD will focus on will be:

1. The continuing development, implementation and dissemination of Somos Mayfair's unique approach to community organizing;
2. The successful development of the capacities of residents to lead Somos Mayfair's community organizing campaigns and actions;
3. The successful development of the capacities of residents to lead popular education activities within Somos Mayfair's community organizing campaigns and actions;
4. The continuing development and implementation of Civic Action program impact evaluation strategies.

The PD may be provided with contract and in-kind consultant resources to assist with these priorities. The PD reports directly to the Somos Mayfair Executive Director and in collaboration with the other Program Directors that lead the agency's Community Engagement and Family Support programs.

Required Qualifications

1. Deep passion and commitment to advancing social justice in immigrant, working class communities;
2. At least four years experience in community organizing and electoral campaign management;
3. Experience developing and supervising unified and effective teams for a minimum of two years;
4. Experience with culturally competent community organizing models;
5. Experience designing and implementing innovative, culture-based strategies;
6. Knowledge of program development and outcomes-based planning and evaluation;
7. Bilingual/biliterate Spanish-English required;
8. Valid California drivers license and proof of auto insurance required;
9. Computer proficient in MS Word, Excel, Internet and e-mail.

Compensation

The salary range for this position is \$54,000 - \$65,000/year plus benefits including: medical, dental, vision, life insurance, paid holidays, sick time, 401K plan. This is an Exempt position that reports directly to the Somos Mayfair Executive Director.

We encourage you to forward this announcement to others who may be interested.

The position will remain open until filled. Please apply by submitting a cover letter and resume to:

Maria Sotelo
Somos Mayfair
370-B S. King Rd.
San Jose, CA 95116

Or via e-mail at:

msotelo@somosmayfair.org

Somos Mayfair is an equal opportunity employer.

For more info contact us at (408) 251-6900 or learn about us at:

www.somosmayfair.org