



235 Montgomery Street, Suite 470
San Francisco, CA 94104

ABOUT EARN

EARN is an award-winning California-based nonprofit that gives low-income workers the power to create economic prosperity for their families for generations to come. Since 2001, EARN has helped tens of thousands of low-wage families through innovative financial products including matched savings accounts, checking accounts for the unbanked, micro-loans, and money management coaching. EARN's powerful combination of lasting assets and financial know-how enables families to build wealth and achieve life-changing goals such as saving for college, purchasing first homes, or starting small businesses. Through its policy and research arm, EARN evaluates its impact and reports on new data regularly, sharing lessons learned and best practices in order to transform the financial services landscape and to champion effective public policies. EARN's ultimate vision is that millions of well-informed, low-income American families will achieve financial success through proven strategies, fair public policy, and their own hard work. Visit www.earn.org.

ABOUT THE POSITION

EARN is recruiting an experienced political field organizer for its Director of Constituency Building position. The Director of Constituency Building will be responsible for leading EARN's multi-year effort to engage and recruit Californians from across the state in support of public policies that help low-income people build prosperity through asset building. Constituency building efforts will involve engaging community-based and statewide member organizations, and gradually building a statewide coalition in California, headed by EARN, that will increase grassroots support for statewide public policies that champion prosperity among low-income workers.

The Director of Constituency Building is a new position at EARN. The Director will play a key leadership role externally developing relationships, while also ensuring that EARN's work as a practitioner informs the conversations around California on what types of asset building products and services work most effectively.

KEY RESPONSIBILITIES

- Identify organizations that have the potential to broaden the support for asset-based public policies in California that support the long-term prosperity of low-income workers;
- Based on a formal RFP process, evaluate select organizations for their ability to further the goals of EARN's public policy coalition;
- Plan and execute listening sessions with those organizations which have successfully been awarded a grant through the RFP process and with those organizations with which coalition-building will be critical to furthering our public policy goals in California;
- Build and maintain relationships with the policy leads of these organizations and update them on relevant policy initiatives;
- Work with other EARN team members to ensure that messaging about EARN and EARN's public policy are disseminated to appropriate influencing channels to help support field organizing efforts;
- Develop measurements of coalition effectiveness, to be deployed in pilot in late 2010;
- By year's end, will have recruited a significant number of organizations to the coalition and will have a concrete outline of the policy alignments and differences within the coalition.

REQUIRED QUALIFICATIONS AND EXPERIENCE

- B.A. with a strong preference for an M.A or equivalent
- 8 to 10 years spent managing field/constituent organizing and playing a recruiting role for a major organization or community-based organization in California
- Demonstrated success organizing farm workers, organized labor, African- American, Asian-American, or Latino constituents
- Demonstrated success working in collaboration with leadership of partner organizations
- Evidence of increasing professional responsibility within the organizing realm
- Familiarity with low-income workers' policy issues in California
- Successful experience with legislative process in Sacramento
- Excellent communication skills, both within the workplace and with a diverse range of constituencies
- Significant public speaking experience
- Ability to travel frequently throughout the state and work on deadline
- Demonstrated ability to inspire and motivate meaningful support for policy causes
- Strong inclination to work in highly collaborative teams

COMPENSATION AND BENEFITS

EARN offers a highly competitive salary and benefits package that includes full health and dental insurance coverage, retirement savings match, paid vacation and sick time, and potential for retention pay.

HOW TO APPLY

Interested candidates should send a resume, cover letter and recent writing sample to jobs@earn.org

EARN is an equal opportunity employer, and does not discriminate on the basis of race, gender, national origin, ethnicity, religious affiliation, physical or mental disability, age, medical condition or sexual orientation.