

Public Housing Organizer Trainee

Listed: February 17, 2010



Program Description:

Community Voices Heard (CVH) is seeking individuals interested in participating in a paid **Organizer Training Program** at one of the most successful New York grassroots economic justice organizations.

Trainees learn the craft of organizing through taking on real responsibilities to help advance an actual campaign. This cycle of trainees will be integrated into CVH's successful *Public Housing Preservation & Improvement Campaign* and will focus their outreach efforts in public housing developments around the five boroughs of NYC. Trainees will be trained, and mentored by a combination of CVH staff with overall supervision coming from the Public Housing Campaign Director.

The program will include on-the-job training and field practice in the following basics of community organizing (and more!):

- **Recruitment:** bringing new people into an organization through door knocking, surveying, etc.
- **One-on-Ones:** learning about people's self-interest and why they might get involved
- **Mobilization:** moving people to action – to come to a meeting, a workshop, a demonstration, etc.
- **Meeting Facilitation:** keeping to an agenda and accomplishing goals set forth
- **Direct Action:** confronting power in a non-violent way (e.g. marches, rallies, etc.)
- **Campaign Strategy:** figuring out the best ways to move power figures to make changes
- **Campaign Development:** planning out a series of actions and activities to accomplish your goals

The program is four months initially with a possibility of an extension. Trainees will learn by doing; they will be instructed in the basics at the office, sent to the field to practice daily, and return to reflect on their experiences.

Organizing requires **long and late hours**. An average day starts at 11AM and goes until 9PM, **but might start earlier or end later when necessary for the work**. **Some weekend work is also required – occasional Saturdays and Sunday evenings**.

During the final weeks of the program, trainees will be assisted in crafting their resumes and cover letters to properly reflect the experience and skills gained, and will be given guidance at seeking out other organizing and/ or outreach jobs for application for long-term employment.

Organizational Background:

CVH is a 15 year-old membership organization of low-income people based in NYC and also working in other NY areas. We work on economic justice, job creation, welfare, public housing, economic development, and access to education and training services. CVH uses base-building, direct-action, grassroots-driven research, voter education & mobilization, and coalition building to lead campaigns to win benefits for our membership of low-income families.

CVH's *Public Housing Preservation & Improvement Campaign* is about 3 years old. In 2007, the campaign won \$3.5 million in operating subsidies from the state government for NYC public housing and got the Governor to sign a law that will ultimately bring another \$47 million into the NYC Housing Authority's (NYCHA) budget. In 2008 - 09, the campaign again secured \$3.5 million from the state, \$18 million from the City to help save community centers, met with various NYCHA and HUD officials and did effective media work to help keep public housing issues and concerns in the news. In 2010, we will be continuing the battle for increased resources to public housing, looking at how HUD changes will affect public housing and work on improvements to the resident participation structures.

Over the years, CVH has run multiple Organizer Training Programs. Graduates of the program have gone on to become organizers at other organizing groups in New York City, gotten jobs as outreach workers with social service organizations, or been hired as full-time organizers at CVH.

Qualifications:

- Current or recent past residency in public housing is required for this program!
- Interest in building community power & fostering the leadership of others.
- Comfort in talking to strangers and engaging them in dialogue about community issues.
- Hard worker with interest in rolling up ones sleeves and diving in!
- Eager to learn new things and apply them immediately.
- Ready to go door-to-door in public housing, knocking on doors, and recruiting members.
- Ability to work independently, yet take direction, according to goals of the organization.
- Spanish language skills are strongly desired, but not required.

To Apply:

Please send or drop off resume and cover letter (including a statement of why you are interested in the program and why you believe you are a good candidate for it) to Mo George – Public Housing Campaign cvh@cvhaction.org. If emailing, make sure to put “Organizer Training Program” in the subject line.

If you have any questions please contact Mo George at (212) 860-6001 ext 27.

CVH is an equal opportunity employer. People of color, women, LGBTQ individuals, and people with current or past experience receiving public assistance or residing in public housing are strongly encouraged to apply. For more information please check out our web page at: www.CVHaction.org.

Interview Process:

The interview process will last about 3 hours and include a personal interview and simulated outreach experience (e.g. quick training in outreach and subsequent exercise surveying people in the streets, knocking on doors to speak to residents, etc.).

Submit resumes no later than – Wednesday March 10th, 2010.

Interviews will take place on the following dates. You will only need to attend ONE session

- 1) **Monday - March 15th - 12pm – 3pm**
- 2) **Tuesday – March 16th - 12pm – 3pm**
- 3) **Tuesday – March 16th - 5pm – 8pm**

Please select a session and state your selection in your cover letter.

The program will **start April 5th, 2010**, and will last through the end of July, with a possibility for longer.

Salary / Benefits:

Trainees will receive a **Salary** of \$543 weekly before taxes (the equivalent to approximately \$14/ hour) on an every other week schedule. **Healthcare** (medical, dental and vision) premiums will be covered in-full by the organization during employment. Trainee benefits include two **personal days**; **sick days** accrued at a rate of one per month; and major **holidays** off (as outlined in CVH’s *Personnel Policies*). Trainees will also be provided with full reimbursement for **monthly metro cards** to cover transportation costs.