



Position: Minnesota Organizing Coordinator

Location: Minneapolis/ St. Paul, Minnesota

Reports to: Minnesota Executive Director

GENERAL SUMMARY

Scope of work & key responsibilities:

Students for Education Reform (SFER) seeks a motivated, driven, high-achieving professional with a collaborative attitude to join the National Organizing Team. Minnesota Organizing Coordinator will work directly with student organizers, recruiting a network of local members, providing training and coaching on organizing skills to leaders and members, and developing a student-led strategy for policy and political change. The Minnesota Organizing Coordinator must be able to build a diverse, thriving membership base; build the power of the local SFER membership base to take action; and organize students to take action to end educational inequity through public actions, grassroots lobbying, and media action. This is a full-time / exempt position.

SFER develops college students into grassroots organizers who fight for educational justice in their communities. SFER is a student movement that champions educational equity for all children, regardless of race or background. We understand our local school boards are influential partners in advancing our mission. As such, SFER often collaborates with its sister 501c4 organization, SFER Action Network, to recruit, endorse and campaign for local school board candidates that reflect our values.

Why work for SFER? Education is a social equalizer and this role gives you the opportunity to make an impact at the national level. We approach it with the audacity of believing that students have the power to change the education system and the humility to know it takes time and that thousands have come before us in this fight. We work with urgency, passion, and — most importantly — a lot of joy. We are looking for talented, passionate individuals to join our team and work with us to continue the fight for educational equality.

ESSENTIAL DUTIES AND RESPONSIBILITIES

[50%] **Recruit a representative powerful, base of members to support ongoing organizing.** To that end, activities and expectations include:

- Identify, recruit, train and support new and existing students to become active members of SFER
- Weekly benchmarks document sent to manager, including 1:1 goals and goals of direct reports
- Weekly manager/organizer 1:1 check in
- Be shadowed by your manager and members of national team
- Weekly Organizing Team call with verbal reporting and troubleshooting
- Entering data weekly

[50%] **High quality organizing.** To that end, activities and expectations include:

- Provide ongoing organizing training and coaching to student leaders.
- Empower students to plan, lead and execute grassroots organizing and lobbying activities, including canvassing, phone banking, rallies, lobby days, legislator meetings, letter writing campaigns, and earned media pushes. Plan and coordinate large public forums and meetings, led by members and leaders.
- Lead coalition through 2-3 issue campaigns each year in line with larger policy and electoral strategy

KEY SUPPORT ORGANIZERS RECEIVE AT SFER

- Clear role descriptions, goals and expectations
- On-the-ground shadowing by an experienced organizer
- Weekly 1:1 coaching calls with their manager
- Peer mentoring/support, including teaching shadowing including role-play your upcoming training on power and leadership for the organizing team and receive feedback from your colleagues
- Partnership developing and refining time management strategies as professionals grow

- Weekly professional development calls
- Training opportunities
- Opportunities to observe other excellent organizing
- Support crafting plans for campaigns, annual and multi-year plans in sites
- Tools, data, and space for reflection to enable staff to reflect on K-12 academic gains including support from SFER's Research and Analytics Team to plan a powerful presentation on achievement gap data
- Opportunities to plan across-departments and clarify explicit commitments to colleagues

QUALIFICATIONS

Need to have:

- Bachelor's degree required
- Demonstrated grassroots community organizing or campaign experience that includes at least two cycles of organizing
- Passion and talent for community organizing and social justice work
- Demonstrated ability to build strong relationships with diverse stakeholders and communities
- Collaborative work ethic and ability to work along lines of difference and in low-income communities
- Entrepreneurial spirit and ability to work autonomously as part of an innovative team
- Appreciation and desire to build strong coalition with deep knowledge of and/or personal experience in the local public schools
- Strong alignment with SFER's Statement of Beliefs and Theory of Change
- Ability to work frequent evening meetings (average 3-4 per week) and some weekends
- Wants to work insanely hard with passion and love and a deep hunger for advancing justice through organizing!

Nice to have:

- Electoral campaign experience. As a Field Organizer or Field Director, familiarity with field data, strategy, software, voter targeting, building & motivating an effective volunteer canvass, quality checks.
- Ability to speak clearly and persuasively, including speaking in small and large group settings
- Strong project management skills.

VALUES

- **Growth.** We give and get a high volume of feedback and work relentlessly to improve.
- **Voice.** We exist to empower our members and create a powerful voice for students in the policy sphere.
- **Tenacity.** We set big goals, persist in the face of challenges, and commit to excellence.
- **Audacity & Humility.** We are willing to take risks, think big, and work hard to bring about transformational change, even while acting and listening with humility, respect, and empathy.
- **Dignity.** We commit to social justice work because we believe in the fundamental value of every child and person.
- **Collaborative Leadership.** Empowering others is the hallmark of transformational leadership. We emphasize both personal growth and shared responsibility while investing in our greatest resource: our people.

COMPENSATION

Salary for this position is competitive and depends on prior experience. A comprehensive benefits package is included in addition to generous professional development opportunities.

COMMITMENT TO DIVERSITY

Students for Education Reform seeks individuals of all ethnic and racial backgrounds to apply for this position. We are committed to maximizing the diversity of our organization and recruiting a team that reflects our student movement.

HOW TO APPLY

Email jobs@studentsforedreform.org with a resume and a cover letter explaining why you are an ideal candidate for this position. Please indicate in your letter where you learned of the position. A limited number of candidates will be scheduled for phone interviews.