



Farmworkers and Latinx Working Families United

Job opportunity: Elections Field Director

About PCUN

Our mission is to empower farm workers and working Latinx families in Oregon by building community, increasing Latinx representation in elections, and policy advocacy on both the national and state levels. We continue to build an agenda that strengthens workers' rights by creating safer workplaces, advocating for fair wages, and pushing for enough economic security to care for our families.

Electoral program description: Accion Política PCUNista (APP) is PCUN's electoral arm. APP is dedicated to building Latinx political power in the Mid-Willamette Valley through issue-based campaigns, candidate campaigns, and civic engagement in Oregon elections.

Position Overview

This role is responsible for implementing and executing PCUN's electoral goals during and off campaign cycles. For the 2021 electoral cycle (January-May 2021), we'll be working on electing a multicultural progressive slate of candidates to the Salem-Keizer School Board. Our elections manager will lead a team of 4-6 organizers during election season and ensure field goals are met. They will also be responsible for engaging PCUN's base- (farmworkers, Latinx voters, members, supporters, and volunteers). This will be done in large part, **through base-cultivation and organizing tactics**. Field responsibilities include phone banking, volunteer recruitment, text banking, and staff management. Must be highly organized, an effective communicator, self-motivated, and passionate about PCUN's mission.

Summary of responsibilities

- Develops and implements an electoral field plan to elect PCUN candidates to the Salem-Keizer School board.
- Works with program directors to ensure field goals complement political and policy strategy.
- Builds and sustains a strong team of organizers. Provides training and coaching to organizers on phone banking, textbanking, messaging, community outreach and volunteer recruitment - and ensures numerical goals are met.
- Coordination and alignment with campaign partners in the Salem-Keizer area around campaign strategy, turf and organizing universe.
- Works from the Voter Activation Network (VAN), Thrutalk, and Thrutext to ensure organizers and volunteers are provided with up-to-date information for community organizing purposes.
- Meticulous eye on details, and manages data systems, including; nightly and weekly reporting of field work.

- Creates volunteer and staff training for field events.
- Provides direction and coordination for volunteer recruitment/phone banking events.
- Works closely with the Political Director to accomplish campaign and base-building goals.
- Create an electoral communications plan with the Communications Director.
- Organizes ballot assistance events and outreach in the last two weeks of the elections with staff and volunteer support.
- Coordinates daily debriefs, progress to date and evaluation with organizers and volunteers.
- Makes presentations on PCUN in the Mid-Willamette Valley and key areas outside of this region.
- Attends training on field electoral work.
- Represents PCUN at virtual national gatherings/conferences occasionally.

Experience and Qualifications

- Demonstrated commitment to farmworker and immigrant rights, environmental justice, social justice, and gender justice.
- Effective management skills, including supervision of personnel.
- Excellent time management and organizational skills
- Bilingual in Spanish and English.
- Bicultural, with a strong understanding of Oregon's Latinx community.
- 2+ years of experienced leading/coordinating electoral campaigns.
- Excellent communication skills, both oral and written.
- Ability to work in a fast-paced environment, and willing to work a flexible schedule, including weekends and late evenings.
- Self-motivated and resourceful. Ability to work independently and as a member of a team
- Strong interpersonal skills; ability to build trust and maintain genuine relationships.
- Ability to spend long hours phone banking.

HOW TO APPLY:

- Please send a resume (1-page) detailing relevant experience, work history, education, and accomplishments.
- Cover letter (1-2 pg max).
- Send your documents to mariahinojos@pcun.org. Position is open until filled.

HOURS: 1.0 Full-Time Equivalent (40 hours/week), some nights, weekends and some travel required. (Fast paced timelines during campaigns)

LOCATION: Due to COVID-19, our staff will continue to work virtually through zoom and phone, until further notice. Depending on COVID-19 restrictions, some in person will be needed..

REPORTS TO: Executive Director, works directly with Political Director

SALARY & BENEFITS: \$47,000-\$55,000 Annual Salary; Depending on Experience; Healthcare, Dental, Vision, Chiropractor

APPLICATIONS CLOSE: By December 15th, 2020