



## **JOB ANNOUNCEMENT: Pueblo Organizer**

### **ABOUT CENTER FOR HEALTH PROGRESS**

At Center for Health Progress, we believe health care is a right. Every day we fight for laws and policies that make it possible for everyone to care for themselves and their families. We build power to win recognition, rights and resources for our communities in our ongoing fight for health equity. Our long term vision is that health care systems value humanity and wellness over profit and center the power of historically and systematically oppressed communities.

We continually work to build and cultivate a strong grassroots base rooted in deep relationships, including in Fort Morgan, Pueblo, and across the state. We all have a personal stake in stopping the ongoing oppression of the health care system and in building new models of healing that prioritize community wellness and thriving over profit. We leverage our community power to pass policy, shift public discourse, and insure investment in the root causes of health inequities. We use these strategies to win structural change and advance health equity.

### **ABOUT THE POSITION**

**Are you a natural leader? Do you want to give back and support the community of Pueblo? Are you able to get people to take action and do something together? If you are committed to improving access to health care and working for justice and racial equity for all people in Pueblo, then this job is for you!**

Center for Health Progress is looking to hire a dynamic community organizer to contribute to our existing base building efforts, including identifying barriers to health and pinpointing solutions. Our goal is to directly support and organize with immigrants and other community members to build a base of local leaders who can use their experiences to improve community belonging and access to local health care services in Pueblo.

In addition, the community organizer will help coordinate, guide, and facilitate our local organizing team to help create a local community coalition, and advance our campaigns. The Pueblo Organizer reports to our Senior Organizer and will work closely with our other staff.

The ideal candidate is hungry to build a local and statewide movement to create a more just and equitable world. We are seeking an ambitious and driven individual who has an authentic curiosity about people, believes in personal and community transformation, has strong communication skills and leadership skills, and has a sound understanding of power and

privilege. We are looking to work with someone who has a deep knowledge of Pueblo, can effectively build community connections and support community leaders who are most directly impacted by barriers to health. Experience with or knowledge of power building, grassroots campaigns, and policy change is a strong advantage. If you are eager to build community power and grow your skills, this position is for you! If you are committed to improving access to health care and improving health outcomes for those facing health inequities, and you are clear about your personal stake in this fight, this position is for you!

### **POSITION LOCATION AND DETAILS:**

The Pueblo Organizer will work out of our Pueblo Office. Center for Health Progress also has offices in Fort Morgan and Denver. At least monthly travel will be required to one or more of these other locations. Travel costs will be paid for by Center for Health Progress. At this point in the pandemic, Center for Health Progress staff who are vaccinated are welcome to work from home and/or their local office. This may change as the pandemic evolves. Most staff continue to work primarily from home and some level of remote work will continue permanently. Center for Health Progress values flexibility and safety for its team.

### **PRIMARY RESPONSIBILITIES**

- Continuously build and maintain a group of members and leaders who are committed to each other and the organization
- Successfully support our local organizing team in their leadership development and to fight for health equity by hosting trainings and cross-cultural relationship building
- Support campaigns by helping to facilitate campaign and coalition meetings and trainings focused on the needs of the Pueblo community.
- Mobilize leaders to take action on local issues and statewide policies related to health justice and racial equity
- Make connections between local priorities and the larger movement for health and social justice
- Represent Center for Health Progress in the community, including but not limited to, attending local events, community meetings, etc
- Conduct broad outreach and rigorous relationship building to build authentic relationships with our current leaders, new community members, local organizations, and health care providers
- Ability to work on a team, and support and engage members to win statewide campaigns
- Participate in collective power building efforts of the team, including wrestling with your own stake in health and racial equity

## **REQUIRED QUALIFICATIONS**

- Personal values that align with the organization's values and commitment to power building, health equity, racial justice, and collective liberation
- Ability to facilitate and implement leadership training workshops that are accessible and culturally relevant
- Ability to work independently. Good planning skills, time management, ability to prioritize work and account for results
- Highly organized and able to meet deadlines
- Strong and creative verbal communication skills with people at all levels and from various backgrounds
- Experience working with communities directly impacted by injustice
- Comfortable talking to strangers and in front of groups of people with enthusiasm
- Ability to use direct communication to express needs
- Willingness to work occasional nights and weekends, and overnight travel to Denver and Fort Morgan
- Must have a valid driver's license (The person in this position must be able to drive a car to and from Denver, Fort Morgan, and potentially other locations around Colorado. This does not mean you need to own a car)
- Physical demands for this position include driving, frequent standing, sitting at a desk, operating a computer, face-to-face conversations, and time on the phone and video calls with co-workers, organizational partners, members of the community

## **PREFERRED QUALIFICATIONS**

- Community organizing or power building experience is a strong plus
- Meticulous attention to detail and accuracy, especially in data entry
- Thorough knowledge of Microsoft Office and Google features
- Full English/Spanish proficiency in reading, writing, and speaking preferred

## **COMPENSATION AND BENEFITS**

This is a full-time position with a \$58,250 non-negotiable salary, with an additional \$2,500 for Spanish language fluency. Full-time at Center for Health Progress is 32 hours per week. Benefits include:

- 100% employer paid health, dental, and vision insurance coverage for employees and child dependents, 50% employer paid coverage for partners.
- 15 days of paid vacation accrued in first year
- 20 days of paid health leave per calendar year
- 12 paid holidays per calendar year
- 12 weeks of paid family medical leave, after 90 days of employment
- 12 weeks of paid sabbatical, after 5 years of continuous employment
- 401k retirement plan with 4% employer contribution regardless of employee's contributions, after 90 days of employment
- Annual professional development stipend
- Cell phone stipend of up to \$50 a month

**ACCOMODATIONS:** If reasonable accommodation is needed to participate in the application and interview process, please email [michelle.munoz@centerforhealthprogress.org](mailto:michelle.munoz@centerforhealthprogress.org).

**HOW TO APPLY:** Interested candidates should send (1) cover letter that includes an answer to the questions:

- Why does this work matter to you?
- What is a recent project or campaign you've worked on that had to do with the health of the community? The project you describe could be one you did for work, school, a community group, or for a personal initiative.

(2) resume, and (3) three references to Michelle Munoz at [michelle.munoz@centerforhealthprogress.org](mailto:michelle.munoz@centerforhealthprogress.org) by 5:00pm MST on March 25, 2022.

Applications will be reviewed as they arrive. **The deadline for all applications and supplemental materials is March 11, 2022 at 5:00pm MST.**

Center for Health Progress is an equal opportunity and affirmative action employer. We have an unwavering commitment to maximizing the diversity of our team and want to involve all those who can contribute to our inclusive culture. We actively seek representation of employees who reflect the makeup of the communities most impacted by the issue we are fighting for, health equity. This includes, but is not limited to, class, race, ethnicity, religion/spirituality, gender, gender expression, age, national origin, disability, marital status, immigration status, sexual orientation, history of incarceration, and military status.

#### **OUR HIRING PROCESS & TIMELINE**

- We may conduct phone screenings with competitive applicants, depending on the number of applicants received
- We plan to begin one-hour, virtual interviews for select candidates the week of March 21, 2022
- We plan to invite finalists to a second-round, 1.5 hour virtual interview
- We plan to make final decisions soon after all second-round interviews have been completed
- We would like to have the selected candidate start no later than April 15, 2022