Position: Local Recruiter for the JOC Organizing Fellowship
Time: ~15-20 hours each month
Start Date: Dec 2022
End Date: March 2023
Payment: $1000 each month, total of $4000.

Intro:
Since 1998, JOIN for Justice has recruited, trained, and sustained community organizers through year-long organizing fellowships that train them in organizing, as well as help them ground in their Jewish tradition and values that sustain them. JOIN Fellowship alumni are incredibly talented and successful in their fields. The majority of them continue to work as organizers in the fight for social justice. After years of development, JOIN for Justice is directing this training and support to develop Jews of Color as powerful organizers in a national cohort with city hubs in New York City, Chicago, and the San Francisco Bay area.

A central element of the program is the Fellows' jobs as organizers at local organizations that partner with JOIN. Partner Organizations have included: unions, issue-based organizations, community development corporations, neighborhood organizations, and broad-based or interfaith organizations. Partner Organizations are the official employers of JOC Organizing Fellows, paying the Fellow's salary, and offering high-quality supervision. Jobs are typically full-time, but occasionally part-time.

The JOC Organizing Fellowship is designed as an intergenerational cohort of Jews of Color who gather for regular training sessions designed to develop the skills as organizers. Fellows have access to JOIN's network of experienced organizers and community leaders as trainers and mentors. Additionally, Fellows receive mentorship from Fellowship alumni and staff.

Our Recruitment Strategy:
There are many barriers that prevent people identifying their own power and potential as leaders and organizers. Some barriers are structural barriers created by systems of oppression.

At JOIN for Justice we want to support the leadership of all people in the Jewish community, especially folks who have had less access to leadership because they are targeted by systems of oppression. Our past experience recruiting Fellows has shown us that the best way for us to recruit applicants who are both strong leaders and who face structural barriers to entering leadership is one-on-one outreach, guidance, and support through the application process.
For this year, we plan to meet this need by hiring a team of Local Recruiters. Recruiters will be the core to our recruitment strategy. They will offer the needed outreach, guidance, and support to potential applicants to empower them to see themselves as leaders and organizers, and to help them discern whether the JOC Organizing Fellowship might be a good next step.

In addition, the Local Recruiter will support the Fellowship Co-Directors in identifying and connecting with potential Organizing Placements.

**Responsibilities:**
- **Brainstorming**
  - Brainstorming list of at least 10 possible candidates
  - Brainstorming list of at least 12 possible Placement Organizations
  - Brainstorming list of at least 10 people who themselves aren’t good candidates for the JOC Organizing Fellowship, but who might know a couple people who would apply or who might know a good potential Placement Organization aka “Connectors”
- **Outreach**
  - Outreach to at least 10 possible candidates with follow up
  - Outreach to at least 12 possible Placement Organizations
  - Outreach to at least 10 possible Connectors
- **Identify key candidates & Placement Organizations**
- **One-to One**
  - Setting up and conduct at least 12 one-on-one conversations with key candidates and at least 10 possible Placement Organizations
- **Follow up**
  - Following up with all one-on-one conversations after the initial conversations; and 1 week before key deadlines
- **Check-ins & Communication**
  - Maintaining updated recruitment tracking system
  - Monthly remote check in with Fellowship Co-Director
  - Monthly remote check in with other Fellowship Co-Director

**Timeline:**
- **December**
  - 1:1 with JOIN staff
  - Talent Scout orientation webinar
  - Brainstorm list
  - Begin outreach
  - 2-3 1:1s with potential applicants
  - 2-3 1:1s with potential Placement Organizations
- **January**
  - Talent Scout Check in webinar
  - Follow up with leads
  - 3-4 1:1s with potential applicants
- 4-5 1:1s with potential Placement Organizations
- February
  - Talent Scout Check in webinar
  - Follow up with leads
  - 3-4 1:1s with potential applicants
  - 3-4 1:1s with potential Placement Organizations
- March
  - Talent Scout Check in webinar
  - Follow up with leads
  - 2-3 1:1s with potential applicants
- April
  - Talent Scout Debrief call

**Skills and Background:**
- Familiarity with organizing, structural oppression, and the American Jewish community
- Networks in local organizing communities
- Networks in local JOC communities
- Experience identifying leaders and organizers
- Experience supporting, mentoring, or developing leaders
- Excellent relational skills to communicate with potential applicants via email and orally
- Ability to respond to email correspondences within 1-2 work days
- Ability to use Google Sheets

**To Apply:**
Email resume, and availability to Kat Macias at applications@joinforjustice.org
Please include “Local Recruiter Application” in the subject line. Applications will be reviewed on a rolling basis.

JOIN for Justice is an equal opportunity employer. People of color, people with disabilities, people from poor or working-class background, immigrants, trans and gender non-conforming people, and LGBQ people are strongly encouraged to apply.