



Job Announcement: National Organizer

Overview

The United Parent Leaders Action Network (UPLAN) is seeking a seasoned network organizer who can move organizations into action and support member parents as they lead in national policy campaigns on a range of issues identified by parent leaders as impacting their families. The ideal candidate is strategic and has a passion for leadership development, grassroots organizing, and networks as drivers of social change. They have a proven ability to build relationships with grassroots leaders and organizing staff, and a track record of advancing racial equity through organizing. They will be committed to continuous learning, resilient through setbacks, and willing to take risks.

Who We Are

UPLAN is a national network of parent leaders and parent leadership organizations. We build and advance a powerful agenda to impact the policies and programs that matter to Black and Brown families in marginalized communities. Each UPLAN member organization has grassroots parents in the lead, building power and working to make change on behalf of children and families. These organizations formed UPLAN to create national impact. UPLAN operates under the umbrella of Community Organizing and Family Issues (COFI), one of the network's member organizations that also serves as lead partner and back-office administrator, bringing a 30-year history of organizing parents in Illinois and training organizers nationally.

UPLAN currently has three active campaigns aimed at: 1) increasing access to childcare and early education; 2) promoting *real* parent engagement in education and other family-serving systems; and 3) protecting immigrant families and children. Each campaign is staffed by an organizer and led by a committee of UPLAN members, co-chaired by parent leaders.

What You'll Do

- Build and maintain relationships with the parent leaders and staff in UPLAN's membership and support their engagement in UPLAN's policy committees and campaigns.
- Provide strategic organizing support for UPLAN's policy campaigns through research, issue analysis, member education, recruitment, and convening.
- With campaign leader co-chairs and committees, create and implement strategies for action.
- Maintain strategic partnerships with stakeholders and policy makers.
- Develop and support the leadership of parents in UPLAN's policy committees and campaigns through one-on-ones, coaching, and facilitating peer-to-peer mentorship.

Who You Are

Candidates who will be successful in this job will excel in three areas:

- Relationship building and leadership development – You need the skills to build rapport, trust, actively listen, and authentically relate to a diverse constituency of members and partners. You need experience coaching grassroots leaders, facilitating their growth and reflection, and celebrating successes. We are looking for candidates who understand the time and approaches required to do this well.

- Policy campaign strategy – You are equipped with tools for campaign strategic planning and a range of tactical approaches to moving demands forward in a network setting. You facilitate leaders to use these tools to collectively develop and implement a campaign plan.
- Centering racial and gender equity – You understand bias and oppression and are committed to advancing racial and gender justice through policy organizing. You can identify the ways inequities play out systemically and interpersonally and have the language and skills to discuss these issues with our members and partners. You reflect on your own social position and how that impacts your organizing.

If you were here right now, you would be:

- Working with partners to develop messaging for a webinar featuring leaders and organizers speaking about state and local policy campaigns.
- Recruiting and preparing leaders to give testimony at a virtual summit hosted by advocacy partners.
- Contacting network parent leaders and staff 1-on-1 to offer support for their follow up with federal legislators.
- Strategic planning with UPLAN colleagues, member organization staff, and parent leaders regarding a three-year campaign vision and goals.

What Else You Should Know

- This is a full time position that can be done remotely or out of the Chicago office of COFI. Candidates based in Washington, D.C. are encouraged to apply. Women and people of color, and candidates with Spanish language skills are encouraged to apply.
- A National Organizer must have at least 5 years' experience in organizing. The salary range for this position is \$64,000-\$74,000, depending on experience. Applicants in the Washington, D.C. area will be eligible for a geographic differential at the time of hire in alignment with the cost of labor in the D.C. area.
- If hired, you will join a small team of six dedicated staff and a large network of member organizations that include grassroots parent leaders and organizers. At just 8 years old, UPLAN is a “young” organization. We are looking for someone who will grow with us.
- Domestic travel is required (at least 8 trips annually).

Benefits

Generous family friendly benefits through COFI's policies include health, disability, life, 403(b) with employer match, paid time off, flex benefit, flexible scheduling, paid sabbatical after 10 years, and optional vision and dental.

How to Apply

Please submit a resume and cover letter to applications@cofionline.org specifying the UPLAN National Organizer position. You must also fill out the COFI Employment Application by clicking [here](#) or downloading the fillable PDF version of the application from <https://cofionline.org/about-cofi/jobs/> and emailing it to applications@cofionline.org.

Deadline

We will begin reviewing applications after May 26, 2025. The search will remain open until the position is filled.