

Housing Justice Organizing Specialist Job Description

The Network works with our members to enhance their ability to create affordable housing and revitalize their communities through capacity building, resource development, and public policy advocacy. The specialist in this position will engage current and prospective Network members around issues of housing justice and support a policy and programmatic agenda that addresses systemic challenges facing our most vulnerable residents. These issues include but are not limited to structural racism, homophobia, gender discrimination, sexual violence and other factors that disproportionately impact lower income, people of color, women, LGBTQ+, and other underrepresented New Jerseyans who seek housing security, affordability and stability in communities around our state.

The housing justice organizing specialist will help our members, the community development sector and policy makers address and remove institutional barriers, including NJ's racial wealth gap in homeownership and rental housing discrimination and harassment. The specialist will listen to and learn from our members, and those most affected by the lack of safe, affordable places to call home, and support the Network's efforts to secure housing justice for all. This a field position that requires in person meetings, ability to travel around New Jersey and demonstrated skills for recruitment and retention of Network members and allies.

Responsibilities:

- Engage with Network members, allies and supporters to ascertain involvement in housing justice issues at the neighborhood, community, regional and state levels
- Research and engage non-Network members in geographic areas and constituencies facing housing insecurity; work with Board, members and staff to identify key leaders and organizations.
- Work with Membership Services staff to identify communities and constituencies that are under-represented in the Network's membership structure, including local, for-profit BIPOC developers and tenants
- Develop and support mechanisms that create and sustain engagement for new members (i.e., a BIPOC developer council, tenant caucus, etc.)
- Collaborate with Network staff to highlight and address housing justice issues through A-Teams and in tandem with the Network's local, state and national policy and planning efforts
- Schedule, plan and conduct activities that promote the Network's housing justice agenda and members' efforts
- Develop and hone expertise on related programs and policies, and develop materials to support campaigns and members as needed
- Assist Network member organizations with local organizing efforts and capacity building activities
- Participate in the overall operations of the organization
- Support non-partisan voter registration, education and mobilization campaigns when appropriate
- Coordinate with the Network's communications team to promote and address issues as they arise

Qualifications include: Minimum three years' experience in community, housing, tenant, labor faith-based, and/or political organizing; excellent communication skills (writing, phone, public speaking and social media); ability to work effectively with other staff, collaborate with leaders from a variety of backgrounds, as well as residents in diverse multi-racial, multi-ethnic settings.

Car, license and insurance required. Applicants must be available for evening and weekend work. Ability to speak and/or read Spanish or other non-English language is a plus. ***Women and people of color are encouraged to apply!***

Compensation: This is a grant-funded position, for a two-year maximum. This position has a starting salary range of \$50,000-\$65,000, and includes comprehensive medical, dental and other benefits. HCDNNJ offers remote and hybrid working arrangements.

Interested applicants should send a cover letter and resume to human.resources@hcdnnj.org through February 28, 2025.