

## Missouri Health Care for All Organizing Director



Missouri Health Care for All (MHCFA), a non-partisan, faith and community-based grassroots movement committed to securing access to affordable, high-quality health care for all Missourians is seeking a full-time Organizing Director.

**Location:** This person will work from the MHCFA office in St. Louis, Missouri. There will be frequent regional and statewide travel (4-5 trips per month, average). Some trips will require an overnight stay.

**About the Organization:** Missouri Health Care for All was founded on the principle that every Missourian should have access to quality affordable health care. We work with faith communities, community groups, service providers, people who need health care, and grassroots supporters statewide to advocate for these principles. We work to defend current health care programs and funding and to advance policies that improve access to care through a combination of base-building, public education, voter engagement, lobbying, and grassroots organizing.

**About the Job:** The Organizing Director will serve as the head of MHCFA's grassroots organizing program. This individual will help drive organizing strategy, supervise and support MHCFA's grassroots organizers, lead statewide organizing activities, work with statewide grassroots coalition partners, and serve as a member of MHCFA's Senior Staff team. In addition, this person will lead MHCFA's organizing efforts in St. Louis City and County.

MHCFA has organizers in Joplin, Springfield, and Jefferson County, as well as an Organizing Fellow in St. Louis. In addition to organizing in their home communities, our organizers are also working in South Central Missouri, Southeast Missouri, and Kansas City. We are looking for an experienced organizer who can bring his or her experience to serve as a leader of our grassroots program.

The right candidate will be flexible, mature, passionate and personable and excited to join our statewide team.

### **Reporting & Staffing Structure:**

The Organizing Director will report directly to Missouri Health Care for All's St. Louis-based Executive Director. They will serve as part of a Senior Staff team that also includes a Policy Director and a Director of Operations, who is based in St. Louis, Missouri. The Organizing Director will also supervise MHCFA's staff organizers (in Joplin, Springfield, and Jefferson County) and the St. Louis Organizing Fellow.

### **Major Responsibilities:**

#### ***Leadership***

- Serve as a member of the MHCFA senior staff team
- Participate in leadership decisions about organizational direction and strategy
- Help design and prepare for staff meetings, calls, and retreats

#### ***Supervision***

- Supervise MHCFA's grassroots organizers, including oversight, coaching, performance evaluations, and discipline if necessary

- Once a week or more often as needed:
  - Check in one on one with each organizer to support progress and performance on work plans; to ensure connection of each organizer's work to other work in the organization; to track tactics, key results, media hits and data entry for reporting; and to troubleshoot challenges.
  - Check in regularly with senior staff team, led by Executive Director, to report and assess current campaigns and projects for troubleshooting organizational progress toward goals, and to align internal and external strategies, decision-making and supervision.
- Support organizers' professional development
- Help recruit and train new organizers when MHCFA has openings

### ***Coalitions***

- In partnership with the Executive Director, build and maintain relationships with organizational allies and coalitions
- Represent MHCFA at local, statewide, and national coalitions as appropriate

### ***Statewide Organizing***

- Lead statewide Lobby Days
- Lead other statewide and multi-region organizing strategies as needed
- Assist with periodic organizing in regions where an organizer is new or where there is no staff organizer
- Oversee and help implement online organizing, including constituent relationship tracking, online action alerts, and social media.
  - At times, other staff may assist with implementing these tactics, but the Organizing Director should be capable of setting strategy, writing copy, running lists, and implementing tactics as needed

### ***St. Louis Organizing***

- Recruit new individual supporters and develop relationships with existing supporters in St. Louis City and County.
- Identify and engage supportive organizations in St. Louis City and County, including those that have already partnered with Missouri Health Care for All and those that are potential partners.
- Help individual and organizational supporters to participate in advocacy tactics. Tactics may include one-on-one meetings, legislator meetings, visibility events, canvassing, phonebanking, writing letters to the editor, community meetings, educational forums, outreach events, and more.
- Assist with statewide Story Collection Project. Implement tactics to identify, interview, and engage local Missourians who are personally impacted by health policy issues.
- Participate in local coalitions.
- Identify and build leadership among active volunteers.
- Conduct educational presentations on health care issues.

### ***Data, Reporting, and Other***

- Oversee setting, tracking, and reporting on grassroots organizing metrics
- Assist organizers with setting, tracking, and reporting on grassroots organizing metrics
- Other duties as assigned

## Qualifications:

The ideal candidate will have the following skills and experiences:

- Passion for Missouri Health Care for All's mission of *quality, affordable health care for all people*
- 5 years of experience in grassroots organizing
- Experience supervising staff or interns
- Strong grounding in values and ethics and an ability to connect values to health care
- Bachelor's Degree or equivalent experience
- Connections to and relationships within the local community
- A demonstrated ability to connect with diverse groups, including people of different races, faith traditions, socioeconomic backgrounds, and political parties
- Experience building productive relationships with coalition partners
- Very strong written and verbal communication skills, including public speaking skills
- Strong computer skills and ability to learn new software programs – Experience with online action alert systems and relational databases strongly preferred
- Reliable transportation and driver's license

## Salary and Benefits:

Salary of \$53,000 per year. Benefits include generous health, dental and vision insurance; generous vacation and sick leave; and paid holidays. Intangible benefits include great coworkers, a growing and thriving organization, and an opportunity to make a difference.

## To Apply:

Please send cover letter and resume to Jen Bersdale at [mohealth@mohealthcareforall.org](mailto:mohealth@mohealthcareforall.org). Please use "Organizing Director" as your subject line.

Interviews will be conducted on a rolling basis. For greatest consideration, please submit your application by Tuesday, June 12.

*Missouri Health Care for All is an Equal Opportunity Employer. We seek diversity and do not discriminate against any person on the basis of race, color, sex, religion, national origin, disability, marital status, sexual orientation, gender identity or expression, military service, or any legally protected status. People of color, people with disabilities, and members of other minority groups are encouraged to apply.*