

## MG Collective Member – General Job Description

### ABOUT THE MG COLLECTIVE

Movement Generation Justice & Ecology Project (MG) is a political project rooted in the East Bay and fiscally sponsored by the Movement Strategy Center. MG is rooted in vibrant social movements led by low-income communities and communities of color committed to a [Just Transition](#) away from profit and pollution and towards healthy, resilient, and life-affirming local economies.

Our work over the last thirteen years has been varied, including: holding our signature annual Justice and Ecology Retreats; publishing our Just Transition zine; launching Climate Workers; co-founding the Climate Justice Alliance; hosting Make It Fresh eco education and spoken word workshops; co-producing our comedic web series, The North Pole; co-convening the Black Land and Liberation project; offering Earth Skills trainings; housing the Healing Clinic Collective in its early years; supporting movements to divest from the extractive economy and reinvest in our power; and much more!.

In the last eighteen months, MG has been in a process of deepening our politic, refining our curricula, and visioning out the next phase of our work. Now, we're ready to expand our collective!!

At the core of our work remains training on ecological literacy for frontline communities aimed at designing bioregion-specific strategic interventions that will drive a Just Transition. This year alone, that training and strategy support work has taken us to Los Angeles, Buffalo, Portland, and Puerto Rico, in addition to our own home, the Bay Area.

We're excited to bring on new collective members both to deepen that existing work as well as to shape the work in the years ahead.

MG operates as a collectively run organization - each collective member is a co-director. Our staff has a flat structure with distinct organizational roles. We set direction and collective work plans together and then work to carry out that work through playing our different roles. Instead of a board, we have a Planning Committee comprised of all staff collective members plus 4 external members. The Planning Committee comes together to develop a shared assessment of the political and movement moment and sets long-range direction and strategy of the organization. The staff collective implements that direction and strategy and sets priorities regarding organizational workplan. The programmatic and operational teams design workplans and assign work as needed. Our Coordinating and Admin Teams play the roles that an ED and other executive leadership might often play except that the teams often bring decisions that affect the whole organization to the full collective. Since we don't believe in bosses, we have a Peer Support structure in place to keep each other accountable to our program goals and organizational priorities, as well as make sure that everyone is happy about what they are working on. Our Planning Committee engages in transformative change practices such as deep check-ins, creating an intergenerational/family-style space, journaling, visioning, and courageous/direct conversations.

MG serves as a political home to many. It has a strong, networked relationship to the movement and a bold purpose that resonates with many people from many different walks of life—from nurses and teachers to fast food workers, from youth to grandparents, and from poor and working-class people to people with inherited wealth. This opens up new ways to organize, vision and work to grow our movements. It supports us to transform our organizations, our neighborhoods, and our economies.

The commitment to wholeness has led us to develop movement strategies that build on and strengthen the core, then reverberate out, connecting and integrating more and more leaders, communities, and movement sectors.

## COLLECTIVE WORK

(Same/required for all collective members)

### ☐ Meetings

- Collective Staff Meetings, 2 hrs 4x/month
  - Facilitation of staff meeting rotates on a monthly basis, 1-2 months/year for each collective member
- Peer Support meetings, 1 hr 1x/month
- Team & workgroup meetings (*see teams & workgroups below*)
- Occasional Planning Committee meetings, b/w 2-6 hrs each 2-3x/year
- Strategic planning sessions, ongoing schedule July 2019 - June 2020

### ☐ Personal Admin

- Respond to email inquiries & general MG communications with staff, teams and external folks
- Reimbursements, check requests, etc.

### ☐ Office Maintenance

- Office chore
- Clean up & maintain personal workstation

## OPERATIONAL & PROGRAM WORK

(Varies for each collective member)

### Operational Teams

- **Admin/Finance & HR**
- **Fundraising & Funder Organizing**
- **Coordinating** (big picture strategy across programs + Organizational Development)
- **Strategic Communications** (manages MG's online presence + dissemination of strategy tools, resources & content pieces through our listserv, website, social media)
- **Home Economics** (daily/smaller operations, office organization, supply maintenance, IT coordination)
- **Ad hoc teams** (such as teams for special events such as the MG birthday party)

### Programmatic Teams

- **Just Transition** (Vets training & collaboration requests, Our Power/CJA, Reinvest)
- **Cultural Strategy** (Culture Shifting; narrative Strategy Work; release and dissemination campaign of *The North Pole Season 2* through Dec 2019)
- **Ad hoc teams** (such as retreat teams for any given training retreat)

### Strategic Planning Workgroups

(Nov 2019 - Dec 2020)

- **Curriculum Upgrade** (formalizing standard/core MG pieces, reconciling multiple versions of the same workshop, add diverse pedagogical elements to existing curricula, T4T plans, 2.0 development process)

(Jan 2019 - June 2020)

- **Harvest Lessons Learned** (design collective learning process/program around Resilience-Based Organizing lessons, MG as a model + design MG study program, generate Analysis Map, identify crises of jurisdiction)
- **Deep Dive Study** (Our shared process of internal study on key themes, like Eco-Systems thinking. Currently 1-2 sessions/mo in 2019-2020 ranging from 2-6 hrs ea)

## QUALIFICATIONS

### Basic Collective Member Qualifications

- Able to work 32-40 hours/week (32 hours minimum)
- Based in the San Francisco Bay Area
- Deeply grounded and experienced in transformative social change work
- Robust political & community organizing skills and organizing campaign experience
- Strong appetite for and experience with visioning, strategizing and movement building work
- Strong verbal communication, workshop facilitation & public speaking skills
- Strong commitment to integrity, transparency and democratic process
- Familiarity/experience with and comfortable working in a collective/flat structure (a plus)
- Commitment to high level of accountability, both to the collective as well as personal growth and development
- Basic foundation of core ecological principles
- Able to take initiative and self-manage
- Works well in team dynamics
- Writing skills (a plus)

### Salary and Benefits

75K yearly salary FTE; strong vacation & benefits package; paid sabbatical policy

*Movement Generation is an equal opportunity employer. Hiring, promotion, compensation, benefits, discipline, termination and all other employment decisions are made without regard to race, color, religion, sex, sexual orientation, gender identity, age, disability, national origin, citizenship/immigration status, veteran status or any other protected status.*