

We are hiring!

MG COLLECTIVE MEMBER: COMMUNICATIONS & DIGITAL STRATEGIST



August 2022

Position Overview

We are looking to hire a collective member with significant experience in leading communications and digital strategy. MG's Communications and Cultural Strategy Team moves some of our core work. We recognize that in order to reach our vision of ecological justice, we need to transform dominant culture and narratives to usher in a more just, regenerative future. And to make that future tangible AND irresistible. To do this we need an integrated program that weaves together the tools of communications and art platforms with an intentional cultural strategy. This position will lead our communications and digital strategy to project MG's analysis and vision in a clear, concise, and coordinated way and to contribute to our exciting cultural strategy.

This position will also be hired on a collective membership track. They will go through a 6-month candidacy period to grow into being a collective member. After the candidacy period, collective membership will include a host of additional roles and responsibilities related to co-directing the organization as an active collective member.

Hours and Compensation

32-40 hours FTE

\$105,000 / year
(at 100% FTE)

Generous paid-time off, vacation & benefits package

Paid sabbatical policy

Location / Travel

Location in the SF Bay Area (California) is required. MG staff is currently working remotely. Most meetings and work for this position will be virtual during the pandemic with some hybrid meetings (in person with an online option). For any in-person work or meetings, MG has strong COVID-19 protocols and policies.

How to Apply

Please email your resume and cover letter in pdf form with a subject line of "Comms Collective Member" to jobs@movementgeneration.org. Applications will be accepted on a rolling basis with an ideal hire date in Sept 2022. The position will remain open until filled.

Movement Generation is an equal opportunity employer that does not discriminate on the basis of race, color, religion or belief, disability, gender, nationality, ethnicity, sex (including pregnancy, childbirth, or related medical conditions), gender identity or expression, sexual orientation or any other status protected by law. Black, Indigenous, People of Color and LGBTQI+ candidates are strongly encouraged to apply.

Roles & Responsibilities

COMMUNICATIONS & DIGITAL STRATEGY LEAD (30%)

- Establish and drive an effective organizational communications strategy
- Work with the CCS team to develop annual budgets, work plans, and evaluation reports
- Attend meetings with strategic partners to develop communications and narrative strategy projects
- Input and analyze data through MG Powerbase database
- Manage relationships with sub-contractors as needed

COMMUNICATIONS PLATFORM MANAGER (30%)

- Manage MG's editorial calendar, social media presence, and newsletter
- Lead the CCS Team in assessing and improving the efficacy and reach of MG's communications strategy
- Create and design web, email, video, audio and print content for MG's communications platforms
- Create monthly e-newsletters in collaboration with the CCS team
- Update and manage content on MG's website

MG CO-DIRECTOR AND COLLECTIVE MEMBER (40%)

Same/required for all collective members – many of these responsibilities will start after completing a 6-month collective candidacy period

- Co-direct the organization's political and operational strategy
- Attend weekly staff meetings (2 hrs, 3x/month), and facilitate staff meetings at least one month out of the year (on a rotating basis)
- Act as a peer support person to another collective member
- Attend multi-day organizational planning meetings (3-4x/year)
- Attend multi-day strategy planning sessions with the MG Board (2x/year)
- Develop and maintain an individual work plan, with your peer support person
- Complete basic administrative tasks (reimbursements, check requests, time off requests)
- Co-facilitate 2-3 political education workshops / trainings from MG's core curriculum per year

Work-Related Physical Activities

While the following is a typical list of physical requirements for this position, Movement Generation is committed to creating accommodations to the best of our ability to support the needs of all collective members. Some examples include:

- » Attending multi-hour or multi-day meetings in person and online
- » Use of computers and online systems for work completion
- » Collective care of physical office location (specific chores vary and change over time)
- » Occasional ground and air travel
- » Actively engaging in a transformative, collective culture of care (attending staff social events, participating in collective care systems, relationship building with staff)

The ideal candidate will have the following knowledge, skills, and experience:

- » Experienced in digital strategy, graphic design, and multi-media content development
- » Excellent writer and communicator with the ability to convey complex ideas in a clear and compelling way
- » Creative thinker and collaborative team member
- » Desire to work in a non-hierarchical structure
- » Highly attentive to accuracy, detail, and nuance
- » Commitment to understanding social media strategy as a vehicle for narrative change
- » Experienced in the management of online tools and platforms:
 - + Facebook, Twitter, Tik Tok, Instagram, YouTube
 - + E-Newsletters
 - + Wordpress
- » Skillful facilitator with experience in developing curriculum and leading dynamic workshops and trainings
- » Skilled self-direction with the ability to manage both long- and short-term deadlines, and the capacity to change focus based on organizational needs
- » Commitment to high level of accountability to the collective as well as personal growth and development
- » Bring a strong intersectional and anti-oppression lens to their communications work. Have a working analysis of capitalism in relation to colonialism, racism, ableism, & cis-heteropatriarchy.
- » Existing knowledge of ecological principles, Just Transition framework, and solidarity economies is a big plus
- » Software proficiency (preferred): Microsoft Office, Slack, Zoom, Google Workspace

Please note this description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the candidate for this role. Duties, responsibilities and activities may change according to collective needs.

Ready to Apply?

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About Movement Generation:

[Movement Generation Justice & Ecology Project](#) (MG) is an independent, 501c3, non-profit located in the East Bay. MG is rooted in vibrant social movements led by frontline communities committed to a [Just Transition](#) away from profit and pollution and towards healthy, resilient, and life-affirming local economies.

Our work over the last fifteen years has been focused on building a movement for Ecological Justice. To date we have worked with hundreds of grassroots organizations, movement leaders, activists, and funders through trainings and workshops, building movement vehicles, creating cultural production and strategy, and publishing the Just Transition Framework and zine. We have organized and coordinated the transfer of land and capital from the extractive economy to frontline groups fighting for justice and ecology.

At MG we aim to live into our values by seeing and honoring everyone's work and centralizing the sacredness of our relationships. We know that, "if we're not prepared to govern, we're not prepared to win." This Just Transition principle is woven into the fabric of our organization through practicing and shaping our collective governance. We are a collectively run organization. Each collective member equally participates in and is responsible for the daily work and strategic direction of the organization through co-directorship, while holding distinct organizational roles. We set organizational direction and collective work plans together through consensus and then implement them through programmatic and operational teams. Some key operational roles are also held by non-collective staff members. In place of traditional supervision and bosses, we have a Peer Support structure to provide accountability to our program goals and organizational priorities as well as support for our personal development and goals. We continuously shape structures for collective growth processes to share critical feedback and surface tensions.



We center care, trust, integrity, and joy in our workplace and in every aspect of our governance. Through this structure we are able to lead with our values and political goals rather than conventional, extractive, ableist expectations of production. We have an active board that helps steward our organization to meet our purpose. We gather with our board periodically with deep check-ins, visioning and courageous conversations to ensure the holistic integrity of our organization and to strategize on MG's critical role in the ever-changing political landscape.

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.

