



STUDENT ACTION WITH FARMWORKERS

Grassroots Organizer

Job Description

Title: Grassroots Organizer

Location: Durham, North Carolina

Terms: This is a part-time, hourly position (20 hours per week) funded by a two-year grant. There is potential for the role to be extended or converted to full-time, depending on future funding. The position requires scheduling flexibility, as some meetings and events will take place in the evenings and weekends. Candidates must have legal authorization to work in the United States.

Organization Information: Student Action with Farmworkers (SAF) is a 501(c)3 nonprofit organization whose mission is to bring students and farmworkers together to learn about each other's lives, share resources and skills, improve conditions for farmworkers, and build diverse coalitions.

SAF Programs: Into the Fields (ITF) a 10-week paid summer internship program, Solidaridad (SOL) a paid academic year internship program for college students in the Raleigh-Durham-Chapel Hill area, Levante Leadership Institute (LLI) an academic year paid leadership development program for high school students living in and around Johnston County, and Cosecha, a 10-month leadership support program for SAF alumni working in the social justice movement.

Position Summary: The Grassroots Organizer will lead SAF's Community Oral Health initiative and play a key role in grassroots organizing efforts, including the National Farmworker Awareness Week (NFAW) campaign. They will support alumni engagement efforts, assist with other SAF programs, and contribute to grant writing and fundraising. Additional responsibilities may be assigned as needed.

Duties & Responsibilities: The Grassroots Organizer will be responsible for leading the Community Oral Health initiative, grassroots organizing efforts (directing the



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NFAW campaign), alumni engagement efforts, supporting SAF's other programs, and will manage the other duties as assigned.

General Administrative duties (25%)

- Participate in the annual budget and planning for the next fiscal year; attend SAF board and staff meetings, prepare and distribute reports as needed.
- Conduct outreach to the general community, farmworkers, and partnering organizations especially connected to our oral health program and farmwork labor organizing.

Organizing & Advocacy (75%)

- Coordinate SAF's work supporting organizing and farmworker-led campaigns, deepening relationships with organizing partners and engaging them in NFAW.
- Lead SAF's community work in oral health
- Stay up to date on advocacy and organizing campaigns, sign SAF on to petitions, and promote campaigns via listservs, website and social media
- Engage program participants and alumni in campaigns through direct actions and online actions; focus on building alumni connections.

Preferred Experience and Education

- Associates or Bachelor's degree in social sciences or humanities preferred
- Experience and or interest in conducting focus groups or collecting qualitative data
- Strong project management and organizational skills
- SAF alumni preferred
- 1 or more years of experience in community organizing preferred

Qualifications:

- Bilingual proficiency (Spanish and English) required



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- Good public speaking skills and ability to handle conflict diplomatically in community/partner/coalition spaces especially
- Two to three years of people management experience (i.e. volunteer coordinator, student advisor, position where coordination of people to achieve goals was central to the role)
- Experience using computers required: advanced proficiency in MS Word, Project, PowerPoint, Excel and Teams
- Strong understanding and commitment to the vision and values of SAF.
- Ability to work in a team, as well as to take initiative and work independently
- Ability to work and relate with a diverse range of people and organizations
- Ability to represent SAF in a professional manner to a wide range of partners, institutions and community-based organizations
- Strong organizational skills, ability to prioritize tasks, delegating work effectively, problem-solving, and demonstrating persistence.
- Genuine enthusiasm to support the students, alums, and community; and for motivating and involving our members in the different community organizing activities.
- Experience in policy development and campaign implementation preferred
- Responsible and mature, with a sense of humor, and demonstrates strong initiative

Benefits: SAF currently has Blue Cross Blue Shield NC as our health insurance provider, and SAF covers 100% of the premium cost for full-time employees. For part-time employees and employees who are not covered in our plan, SAF provides a pro-rated stipend to help provide for employees' health insurance costs. SAF covers 100% of the premium cost for dental and vision for both part-time and full-time employees.

Paid time off (PTO) is allotted as follows:

- **Vacation:** Accrues Monthly and is prorated based on 40 hours/week. Vacation accrues based on years worked. From the hire date to 2 years, employees are eligible for 15 days per year.



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- **Holiday:** Accrues Annually and employees receive 13 holidays per year prorated based on 40 hours/week.
- **Personal:** 12 personal days per year prorated on the basis of 40 hours/week.
- **Other PTO:** Emergency/Bereavement, Parental and Disability, Sabbatical, Jury or Witness Duty, and Military Leave.

Salary: The hourly rate will range from \$24.50 to \$28.84 for bilingual positions. The final offer will be determined by years of experience and education in accordance with SAF's union contract. SAF does not negotiate salaries. This position is eligible to join SAF's union.

Compensation package: SAF automatically deposits the amount of 3% of an employee's salary (not a deduction of 3% of their salary to be clear) into a retirement account with Guideline. The employee is free to participate, at the 1-year anniversary mark, to contribute any amount on their own in addition to the percentage SAF will deposit into their Guideline Retirement Account.

How to Apply: All submissions for consideration for this position are to be made online. Email a resume, cover letter, and three professional references to: Sylvia Zapata, Executive Director at: hiring@saf-unite.org

Submission deadline: June 27, 2025, or until filled.

SAF is dedicated to building an inclusive workforce where diversity is valued.

SAF is an equal opportunity employer. Every qualified applicant will be considered for employment. SAF does not discriminate based on race, color, religion, gender, gender identity or orientation, genetic information, age, national origin, marital status, disability status, political ideology, military or protected veteran status, or any other characteristic protected by applicable federal, state, or local law.