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**Position:** Local Recruiter for the JOC Organizing Fellowship

**Time:** ~15–20 hours each month

**Start Date:** September 2024

**End Date:** December 2024

**Payment:** \$1000 each month, total of \$4000.

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## **Introduction**

Since 1998, JOIN for Justice has recruited, trained, and sustained community organizers through year-long organizing fellowships that train them in organizing, and help ground them in sustaining Jewish tradition and values. JOIN Fellowship alumni are incredibly talented and successful in their fields. The majority of them continue to work as organizers in the fight for social justice. After years of development, JOIN for Justice is directing this training and support to develop Jews of Color as powerful organizers in a national cohort with city hubs in New York City, Los Angeles, Chicago, and the San Francisco Bay area. Recently, we successfully completed the pilot year of the Fellowship, which ran from May 2023 – May 2024.

A central element of the program is the Fellows' jobs as organizers at local organizations that partner with JOIN. Partner Organizations have included unions, issue-based organizations, community development corporations, neighborhood organizations, and broad-based or interfaith organizations. Partner Organizations are the official employers of JOC Organizing Fellows, paying the Fellow's salary and offering high-quality supervision. Jobs are typically full-time, but occasionally part-time, livable wage positions with benefits..

The JOC Organizing Fellowship is designed as an intergenerational cohort of Jews of Color who gather for regular training sessions designed to develop their organizing skills, strengthen their knowledge of Jewish traditions, and enhance the participants' professional networks. Additionally, fellows will gain access to JOIN's community of experienced organizers, movement leaders, trainers, and mentors.

## **Our Recruitment Strategy**

Many barriers prevent people from identifying their own power and potential as leaders and organizers. Some barriers are structural and created by systems of oppression. At JOIN for Justice we want to support the leadership of all people in the Jewish community, especially folks who have had less access to leadership because they are targeted by systems of oppression. Our previous experience recruiting Fellows has shown us that the best way for us to recruit applicants who are both strong leaders and who face structural barriers to entering leadership is one-on-one outreach, guidance, and support through the application process.

This year, we plan to meet this need by hiring a team of Local Recruiters. Recruiters will be the core of our recruitment strategy. They will offer the needed outreach, guidance, and support to high-potential applicants, empowering them to see themselves as leaders and organizers and helping them discern whether the JOC Organizing Fellowship might be right for them.

In addition, the Local Recruiter will support the Fellowship Director in identifying and connecting with potential Organizing Placements. The Fellowship is an attractive opportunity for many employers because JOIN connects them with competitive JOC candidates for their organizing positions.

## **Responsibilities**

- **Develop Recruitment Strategies:**
  - Build upon and implement creative innovations to the provided recruitment plans to attract top-tier candidates for the fellowship program.
  - Tailor recruitment efforts to reach diverse, inclusive, and high-potential Fellow and Placement candidates.
- **Brainstorming**
  - Assemble a list of at least 20 possible Fellow candidates
  - Assemble a list of at least 20 possible Placement Organizations
  - Assemble a list of at least 20 people who themselves aren't good candidates for the JOC Organizing Fellowship but who might know people who would apply or who might know a good potential Placement Organization aka "Connectors"
- **Outreach**
  - Outreach to at least 20 possible candidates with follow-up
  - Outreach to at least 20 possible Placement Organizations
  - Outreach to at least 20 possible Connectors
- **Identify key candidates & Placement Organizations** through social media, job boards, networking events, and direct outreach.
- **Placement Organizations**
  - Build and maintain relationships with organizations and other relevant institutions to promote JOCOF.
- **One-to-One**
  - Setting up and conducting one-on-one conversations with key candidates and possible Placement Organizations
- **Follow up**
  - Maintaining ongoing communication with candidates throughout the recruitment process to ensure a positive experience.
  - Following up with all one-on-one conversations after the initial conversations; and 1 week before key deadlines.
- **Check-ins & Communication**
  - Maintain and update the recruitment tracking system with records of candidate interactions, touchpoints, and recruitment activities.
  - 2 Virtual check-in meetings a month with the JOCOF Team.

## Timeline

### **September**

- Orientation with JOCOF team and supervisor
- Virtual Training
- Assemble lists
- Begin outreach
- (2-5) 1:1s with potential applicants
- 2-5) 1:1s with potential Placement Organizations

### **October**

- 2 Virtual check-in meetings with the JOCOF Team
- Follow up with leads
- (3-5) 1:1s with potential applicants
- (3-5) 1:1s with potential Placement Organizations

### **November**

- 2 Virtual check-in meetings with the JOCOF Team
- Follow up with leads
- (3-5) 1:1s with potential applicants
- (3-5) 1:1s with potential Placement Organizations

### **December**

- 2 Virtual check-in meetings JOCOF Team
- Follow up with leads
- (3-5) 1:1s with potential applicants

### **January**

- Recruiter's Debrief call

## **Skill and Background:**

- Able to network, weave, connect, and easily pitch the benefits of this robust Fellowship program to both applicants and potential placement organizations
- Familiarity with organizing, structural oppression, and the American Jewish community
- Networks in local organizing communities
- Networks in local JOC communities
- Experience identifying leaders and organizers
- Experience supporting, mentoring, or developing leaders
- Excellent relational skills to communicate with potential applicants via email and orally
- Ability to respond to email correspondences within 1-2 work days
- Ability to use Google Sheets

## **To Apply:**

- Email resume and availability to Jan Wolf at [applications@joinforjustice.org](mailto:applications@joinforjustice.org)
  - Please include “Local Recruiter Application” in the subject line.  
Applications will be reviewed on a rolling basis.
- JOIN for Justice is an equal opportunity employer. People of color, people with disabilities, people from poor or working-class backgrounds, immigrants, trans and gender non-conforming people, and LGBTQ people are strongly encouraged to apply.