



JOB POSTING: ORGANIZER IN MEMBERSHIP, EDUCATION AND LEADERSHIP TRAINING

The Workers' Action Centre (WAC) is a membership-based organization committed to improving the lives and working conditions of people in low-wage and unstable employment. We operate a confidential hotline in multiple languages, support workers to defend their rights and organize to strengthen labour laws. We believe that a broad movement for decent work led by workers directly affected by poor working conditions is needed to build the collective power to win social and economic justice.

Our workplace is fast-paced, ever-changing, diverse, challenging and lots of fun. We are seeking an experienced organizer who can create engaging political and participatory curriculum, training and workshops for a multi-racial, multi-language, and diverse membership, as well as grassroots supporters. The ideal candidate will have a popular education background in developing workshops, advanced training modules and courses that can facilitate political education and leadership development as described below.

This experienced organizer will oversee education and training from the introductory workshops provided to workers who are coming to the centre for the first time, to our ongoing education program for existing membership. They will develop effective educational strategies for engaging and building membership from across the GTA and also provincially.

This position would usually work full-time out of our office at 720 Spadina Avenue in Toronto. Since the outset of the COVID-19 pandemic, most of our team has been primarily working remotely. Protocols are in place to ensure safe use of our office for some functions of our work and we are in the office as appropriate and in line with public health advice.

WORK AREAS:

- Oversee WAC's worker education, membership development and training programs
- Develop, write and implement basic worker education programs (online and in-person) for a multi-racial, multi-language and diverse membership located in many regions of the GTA
- Develop, write and implement advanced leadership and political education programs (online and in person) that will deepen worker involvement and leadership
- Support the development of programming that builds the provincial participation of workers in the decent work movement to further the centre's mission

- Provide mentorship, skills and leadership training to WAC staff, senior leaders and community leaders to support their development as organizers and mentors
- Organize and support the development of regional member meetings and activities with local organizers aimed at supporting the involvement and engagement of workers

QUALIFICATIONS AND EXPERIENCE:

- Demonstrated experience supporting leadership development and building capacity centering racialized communities, women, migrants, immigrant workers or low-wage workers, ideally on workplace issues
- Demonstrated knowledge of Toronto's diverse labour force, current labour market trends and issues confronting workers and migrant workers in low wage and precarious employment
- Demonstrated experience with providing mentoring and training based on anti-oppressive and anti-racist principles
- Demonstrated experience with developing curriculum and training materials using popular education techniques
- Knowledge and understanding of different models of membership and leadership development
- Experience facilitating meetings, delivering training, and making presentations using clear and accessible language skills
- Strong social skills, friendly, approachable and good conflict resolution skills
- Strong English-language writing and public presentation skills
- Ability to communicate effectively in languages other than English is a strong asset
- Excellent organizational, problem solving and coordination skills
- Demonstrated ability to work independently as well as collectively

Evening and weekend work are a requirement of the job. Ability to work flexible hours essential.

Start date: May 2021

Salary range: \$55,080 - \$61,080 based on experience

Benefits: Employer paid benefits package and RRSP contribution

We encourage applications from Black people, Indigenous people, people of colour, women, people who identify with disability, LGBTQ+ people and people from other equity-seeking groups that face systemic discrimination. WAC is committed to an inclusive and diverse workplace, and a working environment free from all forms of discrimination, harassment and violence.

Submit cover letter and resume by email to [hiring@workersactioncentre.org](mailto: hiring@workersactioncentre.org) by April 4, 2021. Only candidates selected for an interview will be contacted.