



COMMUNICATIONS AND CULTURAL STRATEGIST

The North Bay Organizing Project (NBOP) is a grassroots, multiracial, and multi-issue organization comprised of twenty faith, environmental, labor, student, and community-based organizations in the North Bay. We are a power organization that fosters leadership in our community. It defines us.

STATEMENT OF VALUES: NBOP is the preeminent social justice organization in the North Bay region and leads coalition work as a core value of building grassroots power. Our work is situated in a suburban/rural county adjacent to an urban core (San Francisco) with accelerated rates of climate change impacts including wildfires and floods and in the context of one of the highest costs of living in the country.

Through community organizing, mutual aid, and civic engagement, NBOP amplifies the knowledge of immigrants, Latine youth, LGBTQIA+ folks, and working-class people to change the political and economic structures that keep people poor and oppressed.

We unite organizations committed to base-building in frontline communities and train leaders to more effectively engage in the democratic process to be agents in our collective future. Our goal is to move the North Bay, California, and the nation toward an economy that is rooted in our shared values and the principles of a Just Transition.

POSITION SUMMARY: The Communications and Cultural Strategist is the narrative pathfinder and weaver at NBOP. Their work spans the entirety of NBOP's organizing, initiatives, and platforms. They co-develop internal and external communications processes and systems to ensure clear, emergent, and visionary communication sets the tone, look, and feel of the organization, and builds a cross sector and multi issues coalition. They develop core teams to train leaders and advance storytelling as foundational seeds that build power and exercise collective liberation.

The ideal candidate is an effective and experienced Communications and Cultural Strategist with at least 7 years of similar experience, able to work with cultural awareness and class consciousness to deconstruct capitalist working conditions and manufactured urgency. This position works as a part of a values-based family of organizers. We actively seek feminist perspectives and folks skilled in non-violent communication and transformative justice. This role is best suited to someone who can catalyze, be highly organized, coordinate planning processes amongst many staff and approach problems with "out of the box" strategies. We value critical and independent thinking, emotional intelligence, and the ability to center collective care. You must be:

Resourceful: we don't mean hustle culture. We mean able to use what you've learned.

Confident: know what you *don't know*- but know where to find it.

Accountable: don't be afraid to say no. Follow through when you say yes.

Non-violent: model restorative dialogue, emotional intelligence, and a commitment to strategic non violence.

Cooperative: one amongst a team. Step in to support your comrades when necessary.

TITLE: Communications and Cultural Strategist

HOURS: 32 hrs, full time, exempt position. Some irregular hours are required, including evenings and weekends.

REPORTS TO: Executive Director

LOCATION: The position is based in Sonoma County, California with in-person office and field work. Applicants must be able and willing to travel for work.

SALARY: \$80,000-\$90,000/year depending on experience and qualifications.

Areas of Responsibility

NBOP Core Team Strategy (50% or 16 hours a week)

- Work with the Core Team to establish priorities and create communications timelines and plans to support all aspects of communications at NBOP
- Co-develop and craft multi-cultural communications and narrative strategies to tell stories about NBOP's work and use external communications content including email newsletters, press releases, blog posts, news bulletin, the website and semiannual newspaper
- Knowing that social media is controlled by members of an authoritarian coalition, develop a social media strategy to support the mental health and well-being of staff, leaders and the public, help make meaning of the current political landscape, and inspire people to act
- Steward internal communications: with the Core Team, lead outline and format of NBOP's annual report, with the Lead Organizer create clear lines of communication to the Leadership Council and within the Leadership Council amongst member organizations
- Occasionally review, edit, and format academic and policy reports
- Train staff and leaders in communications tools such as Every Action, Adobe Creative Suite, Canva and protocol for documenting events
- Be accountable to deadlines identified in workplans
- Develop and maintain relationships with local press contacts
- Train staff and leaders to speak to the press; develop their story of self, the story of us and the story of now; present information in a variety of formats, including video press conferences, community meetings, live streams, infographics, posters, flyers, and short video commentaries

Leadership Council (15% or 5 hours a week)

- In coordination with the annual training plan, train a team of leaders within the Leadership Council to advance internal Leadership Council communications and to support task force campaigns
- Coordinate a team of cultural bearers among member organizations to situate multicultural organizing at the core of NBOP actions and events

Fundraising (20% or 6 hours a week)

- Support grant writing: draft and edit grants
- Support grassroots fundraising: with the Operations and Fund Development Manager, coordinate and draft copy edit for external communications plans for all hands on deck fundraising events including CyC, holiday party, sustainer drives
- Support leaders and staff in identifying themes, look and feel of community fundraising events

Healing Justice (15% or 5 hours a week)

- As an act of resistance, actively engage in regular mental, physical, spiritual health and wellness self-assessment and cultivate patterns of care to process frontline work
- Read, listen, move, write and or communicate within NBOP's staff community of care to center healing justice and to metabolize learning with other staff
- Send weekly work notes to all staff as both a practice of community accountability/reliance and a tool to alchemize oppression and tension into action and liberation

Work Environment/Physical Demands

- Must own a car and be able to drive
- Able to work on a computer, including sitting at a desk, for extended periods of time with or without reasonable accommodation
- Manual dexterity to operate a keyboard
- Able to understand and follow oral and written instructions
- Able to occasionally lift objects weighing up to 10 pounds

Benefits: NBOP is committed to non-extractive labor practices by providing a robust benefits package and continuously soliciting feedback to better support staff needs.

- **Health benefits:** NBOP pays 100% of employee's medical, dental, and vision insurance and reimburses for out of network mental health expenses. Dependent children are also eligible for medical, dental, and vision benefits.
- **Supplemental wellness benefits:** \$150/month
- **Parental leave:** 4 months paid leave at full salary + 1 month 30 hours/week at full salary
- **Childcare reimbursement:** \$350/month
- **Cell phone stipend:** \$40/month
- **Gas reimbursements:** for travel within Sonoma County
- **Professional development:** \$2000/year
- **Vacation:** three weeks accrued during first two years of employment, then four weeks per year
- **Sick time off:** 40 hours per year
- **Additional paid time off:** Two week winter holiday office closure and 12 paid holidays per year

To Apply: Applications received by October 8, 2025 will be given priority. Open until filled. Please send a cover letter, resume, and at least three professional references to Amber Szoboszalai, Finance and Technology Director at ambo@northbayop.org.

Equal Employment Opportunity

NBOP is committed to attracting, developing and retaining exceptional people, and to creating a work environment that is dynamic, rewarding, and that enables each of us to realize our potential. Our work environment is respectful of the full spectrum of races, ethnicities, national origins, ages, sexual orientations, gender identities, beliefs, religions, faiths and ideologies, cultures, socio-economic backgrounds and levels of physical ability. NBOP is an equal opportunity employer that does not discriminate on the basis of race, religion, gender, nationality, ethnicity, sexual orientation, or any other prohibited category.