

YOUTH ORGANIZE! CALIFORNIA

530 South Boyle Ave
Los Angeles, CA 90033



Central Valley Director

Job Description

Organization Overview

As a statewide network and hub, Youth Organize! California expands and grows the strategic, professional, and socio-emotional power and political analysis of young people and youth organizers across the state. We cultivate transformative youth organizing to generate long-term transformation in our communities. We strengthen the youth organizing ecosystem and grow the capacities of organizations to build power in deep alignment towards a shared vision of liberation, healing, and justice. We invest in sustainable leadership pathways that center the voices and experiences of the most impacted young people, nurturing a bold, multi-issue movement.

About the Position

Yo! Cali's **Central Valley (CV) Director** is a **full-time, exempt** salaried position (40 hours per week) based in the Central Valley of California, **reporting directly to the Senior Power Building Director**.

The Central Valley Director is a key strategist responsible for advancing a connected and resilient youth organizing ecosystem across the region. In alignment with YO! Cali's strategic plan and long-term power-building vision, this role will shape and execute strategy while strengthening regional alignment to build power and expand and resource the regional network's ecosystem. The Central Valley Director will lead participatory research and field assessment, design, and implement responsive strategies and programming, coordinate regional gatherings, trainings, and offerings, and help mobilize resources into the field.

Key Roles and Responsibilities

The Central Valley Director advances YO! Cali's mission by strengthening the regional network of youth organizers, organizations, and allied partners. This role emphasizes strategic relationship-building, collaborative coordination, and thoughtful program implementation across Central California. Core areas of responsibility include:

Central Valley Strategy Development

- In partnership with the Senior Power Building Director, the regional team, and regional partners, the CV director is responsible for building an immediate and long-term strategy and vision for the region that is strategic, sustainable, and irresistible
- In collaboration with the regional network partners, develop and implement a

- collective identity for the regional youth organizing landscape
- Partner with the Senior Power Building Director and regional team to build out and implement a Central Valley strategy that will advance YO! Cali's 5-year strategic priorities
- In strategic collaboration with strategy directors, advance a power-building agenda through easeful integration of Healing justice, Capacity Building, and Field Building
- Manage and monitor the regional budget
- Supervise and support any regional staff, providing regular coaching, feedback, and strategic guidance to ensure that the Central Valley strategy remains responsive to regional needs and aligned with network priorities

Youth Power Fund:

- Work with the YO Hub Director and CA Youth Power Fund coordinator to support the design, coordination, and implementation of the Central Valley Youth Power Fund strategy through field and funder input
- Attend meetings with funders and Field Leaders and serve as a strategic liaison that advances the regional fund priorities **in the early development stages of the Central Valley Youth Power Fund**
- Collaborate with the Youth Power Fund coordinator on the recruitment of Central Valley Youth Power Fund Field Leaders

Central Valley Network Engagement

- Sustain and deepen relationships with regional network organizations and their staff and regional youth leaders
- In partnership with the Senior Power Building Director, the regional team, and regional partners, develop and execute an annual calendar of regional network offerings, aligned with YO! Cali's strategic plan
- Lead the strategy, planning, and implementation of the annual Central Valley Youth Organizing Institute (YOI) to foster regional relationship-building, political education, peer learning, youth leadership development, and healing justice
- Lead and support peer learning exchanges, trainings, and regional convenings to strengthen the ecosystem of youth organizing
- Design and implement outreach strategies to increase participation in network offerings and connect existing and prospective partners with resources and funding opportunities
- Contribute to the development and implementation of YO! Cali's broader Power Building strategy, Healing Justice, and Capacity Building strategy to align local efforts with statewide goals
- Represent Yo! Cali in regional collaboration and coalition spaces that are aligned with our org-wide purpose and strengthen regional partnerships

Central Valley Network Communication

- Lead consistent and timely communication with network partners through monthly or quarterly e-newsletters, social media, and targeted updates to share opportunities, research, funding, and events

- Maintain and regularly update YO! Cali's Central Valley contact database and listservs ensuring accurate records and smooth onboarding of new partners and organizations
- Serve as the primary point of contact for youth leaders and organizational partners across the Central Valley region, providing guidance, connection, and strategic support
- Be the key lead thinker on any accountability conversations needed with regional staff or partners

Network Operations and Event Logistics (15%)

- Collaborate with the People and Operations team to manage all logistics for regional convenings, events, or retreats including scheduling, travel, lodging, venues, meals, and accessibility needs
- Support administrative operations, including participant reimbursements, drafting and managing MOUs, contracts, and invoices for vendors, facilitators, and consultants

Organizational Participation and Leadership (10%)

- Actively participate in staff meetings, retreats, and professional development opportunities, contributing to a collaborative and growth-oriented team culture.
- Support statewide gatherings such as the Emerging Organizers Fellowship and other cross-regional convenings
- Lead the regional team to provide strategic input and regional assessment to the EOF team to support the building of fellowship cohorts
- Coach 1-2 fellows for the Emerging Organizers Fellowship program 1X/month after gaining familiarity with the program and being trained through Coaching for Healing Justice and Liberation.
- After six months, join one of YO! Cali's internal Leadership Teams to help guide organizational strategy, resource allocation, and internal culture
- Perform other duties as assigned to support the success of the organization and the Central Valley network

Qualifications include:

YO! Cali seeks a strategic, values-aligned leader with a deep commitment to youth organizing and movement-building in California. The ideal candidate will bring a mix of managerial, organizing, facilitation, communication, and coordination skills, as well as a passion for collective liberation and power-building

Required Qualifications:

- **3-5 years of Director-level** experience in youth organizing, program coordination, or movement-building, including experience in a leadership or managerial capacity
- At least 3 years of experience in community-based work and/or youth organizing work based in the Central Valley from Kern County to San Joaquin
- Deep familiarity of the Central Valley youth organizing landscape, including the political context and issues facing young people in the region

- Experience leading or managing programs or coalitions, including planning, execution, evaluation, and team or stakeholder coordination
- Training and experience in organizing, advocacy, public policy, or a related field.
- Proven track record in curriculum design, leadership development, or political education for youth or grassroots organizers
- Strong facilitation, coaching, and strategic planning skills, with experience leading youth-centered or intergenerational spaces
- Experience coordinating events, programs, or multi-stakeholder initiatives, with strong project management and logistical skills
- Comfortable working both independently and collaboratively, with the ability to manage multiple projects and meet deadlines
- Excellent communication and relationship-building abilities, with a history of working with diverse youth, organizations, and communities
- High level of proficiency with digital tools, including Google Workspace, Zoom, Canva, and project management software
- Strong attention to detail and follow-through, with the ability to manage multiple timelines, communication, and deliverables simultaneously
- Flexible and adaptive, with the ability to work occasional evenings and weekends and travel regionally for events and convenings

Successful candidates will demonstrate:

- A deep commitment to social justice, racial equity, Black Liberation, and the principles of [transformative youth organizing](#)
- Passion for supporting and growing the capacity of individuals, organizations, and regional networks to collaborate, strategize, and build sustainable movements.
- Strong problem-solving skills, a resourceful approach to challenges, excellent organizational habits, and reliable follow-through
- A strategic understanding of movement ecosystems, including how grassroots efforts, coalitions, and advocacy work intersect and influence change
- A commitment to modeling and fostering self and collective care practices within organizing spaces, recognizing them as essential to long-term movement sustainability
- A demonstrated willingness to engage in principled struggle, offer and receive feedback with humility, and actively build trust within a team committed to accountability, growth, and shared leadership

Physical Demands:

The Regional Director role includes the following physical demands:

- Ability to sit and work at a computer for extended periods
- Ability to read and process information on a screen
- Manual dexterity to operate a keyboard and standard office equipment
- Ability to communicate clearly and effectively by phone, video call, and in person
- Ability to occasionally lift and carry materials or equipment weighing up to 10 pounds (e.g., event supplies, printed materials).

Additional Position Details:

- **Position Type:** Full-time, exempt
- **Location:** Based in the Central Valley
- **Compensation:** Annual salary of \$101,573
- This position includes the following benefits:
 - Comprehensive health coverage for employees and dependents, including:
 - Medical, dental, and vision insurance (based on full-time equivalent/FTE status)
 - Life insurance
 - Short-term and long-term disability insurance
 - Generous paid time off, including vacation, sick leave, holidays, and organizational rest periods

How to apply: Please complete an [application form](#) to submit your resume and answer a few brief questions. We hope to fill the position by December 2025, with a start date of January 2026, and will accept applications until the position is filled.

Youth Organize! California is an equal opportunity, affirmative action employer. People of color, women, lesbian/gay/bisexual/transgender/gender nonconforming people, and people with disabilities are encouraged to apply.