



Tending the Soil

Tending the Soil Policy Director Position

Organization Summary:

Tending the Soil (TTS) is a coalition of Minnesota organizations led by people of color that organize in working class communities of color. We are the ones who tend the soil to remove the toxins of white supremacy, patriarchy, and capitalism and nourish our communities to grow justice, self-actualization, autonomy, and collective communities. We exist to lift up the voices of society's most marginalized members, and we stand in deep solidarity with one another.

The organizations that make up TTS are:

- Centro de Trabajadores Unidos en la Lucha (CTUL) - organizes low-wage workers;
- Inquilinxs Unidos por Justicia (IX) - organizes low-income renters;
- The New Justice Project - builds a base of working class Black Minnesotans to win systemic change in public safety, education, employment and democracy;
- SEIU Local 26 - union of predominantly Black and Brown low-wage workers;
- Unidos MN EF/Navigate - builds Latinx power for racial, social and economic justice;

TTS was formed in 2018 but the roots have been around much longer, coming out of former constellations of many of the same organizations dating back to 2008. TTS is an alignment rather than a coalition. Policy priorities may not be exactly the same, but the analysis of power and organizing strategy and interconnected memberships are similar enough that the groups have made a long-term commitment to each other.

Position Summary:

The policy director with Tending the Soil will contribute to organizational success by effectively developing, maintaining, and managing our policy priorities and relationships with Minnesota's policy makers. Unlike other policy director positions, the TTS policy director will work to bring forward the voices of low income BIPOC communities. They will bridge our coalition organizations relationships with each other and policy makers.

The Policy Director reports to the Executive Director and acts as a point of contact for all policy and government relation matters. Job duties include:

- Co-Develop a cross organizational policy priority agenda for TTS and its' aligned groups, informed by and accountable to their BIPOC base of members
- Manage relationships with policy makers, TTS staff and our aligned organizations
- Develop and maintain a system to track government policies and relationships at the municipal, county and state levels
- Establish and maintain a cohort of policy staff within the TTS aligned groups
- Streamline and improve relationship building with TTS groups, policy makers and policy enforcers/implementers. Coordinate the collection and tracking of information through a formal reporting process with TTS staff and aligned groups
- Write and disseminate monthly reports for TTS staff and aligned groups to use for campaign decisions
- Collaborate with TTS groups that run "outside" strategies to accomplish policy goals.
- Track and lead the efforts of TTS groups to influence the budget-making process in Minneapolis, St. Paul, and Minnesota
- Budget tracking and administration of partner relationships
- Coordinate meetings between TTS staff, staff at partnering organizations, and foundation or government staff. Need to practice shared decision making.
- Track new government funding sources with ARPA and other pending federal, state and municipal legislation, and how TTS organizations can leverage that funding



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- Connect TTS organizations to prospective government funding departments through relationship building and networking
- Meet with internal staff leads and partner organizations to gather information to share the worker and tenant stories with policy makers. Build relationships so organizers will bring their members to the table with policy makers.

Knowledge and Experience:

- Minimum of 5 years of relevant policy and advocacy experience
- Demonstrated ability to follow the leadership of BIPOC-led organizations, while leading policy work with little supervision
- Familiarity with relationship management, policy process at municipal, county and/or state levels
- High level of computer literacy
- Strong attention to detail and managing competing calendars
- Exceptional communication skills
- Ability to network and build relationships simultaneously with individuals at multiple organizations and bring them together for collaboration.
- Experience advocating in government policy making at state and/or municipal levels

Desired Qualifications:

- Bilingual English/Spanish a plus
- Experience working with social justice organizations in a coalition setting
- Experience advocating for policy change with groups that use rallies or protests
- Knowledge of and relationships with power-brokers in Minnesota

Other Expectations:

- Commitment to gender, racial, and economic justice work as an integral part of a multi-racial team.
- Commitment to a culture of vulnerability and loving challenge for both personal growth and the growth of the organization.
- Capable of working both independently and cooperatively.
- Flexibility to attend events outside normal business hours that from time to time may include evenings and weekends as well as extended hours to accomplish requirements of the position.
- Highest standards of accuracy and precision; highly organized.
- Ability to deal with ambiguity, cope with change, and comfortably handle risk and uncertainty.

Salary & Benefits:

This is a salaried position compensated at \$64,000-\$80,000 per year with an annual raise of 3%. This full-time salaried position will work on average 40 hours per week.

Benefits include: 3 weeks paid vacation, 12 paid sick days, 5 floating health days, and paid time off at the end of the calendar year, medical and dental insurance for you and your immediate family at 10% cost, Annual 5% year-end bonus that may be applied towards retirement fund, and others.

Reports to: Executive Director

Please send resume, cover letter, and 3 professional references to operations@tendingthesoil.org using the subject: "TTS Policy Director".

Applications are being actively reviewed, apply now. Position Open until Filled.

Black, Indigenous, People of Color, women, LGBTQ+ community and people from other marginalized communities are strongly encouraged to apply.