



ROCUNITED
RESTAURANT OPPORTUNITIES CENTERS UNITED

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ROCUNITED Director Job Description

ABOUT ROC UNITED

Founded initially after September 11th, 2001, the Restaurant Opportunities Center (ROC) has grown into a national organization with more than 18,000 low-wage restaurant worker members in New York, the San Francisco Bay Area, Los Angeles, New England, Chicago, Florida, Michigan, New Orleans, New Mexico, Pennsylvania, Seattle, and Washington, DC. In most regions, we are organizing restaurant workers, employers, and consumers to win 'One Fair Wage' legislation and ballot measures that will raise wages for restaurant workers and eliminate the lower wage for tipped workers, who are largely women.

Over the last 13 years, we have organized thousands of workers to win \$10 million in misappropriated tips and wages and discrimination payments for low-wage workers, and significant policy changes in high-profile fine dining restaurant companies covering thousands of workers. We have partnered with 160 responsible restaurant owners to promote the 'high road' to profitability, and trained more than 5,000 restaurant workers to advance to livable wage jobs within the industry. We have also published thirty ground-breaking reports on the restaurant industry, obtaining significant media coverage, played an instrumental role in winning a statewide minimum wage increase and paid sick days for tipped workers, and initiated other policy campaigns at the local, state, and federal level. We own and operate restaurants called COLORS that serve as the home base for our workforce-development training and membership programs in New York and Detroit, and will be expanding COLORS to New Orleans, Washington DC, and Oakland in 2016.

We are looking for a dedicated employee who will lead the WA state affiliate to both defend One Fair Wage in Washington State and lead ROC's newly-emerging Racial Equity Initiative, being piloted in both Oakland and Seattle. The Racial Equity Initiative in Oakland and Seattle will include worker training, employer and consumer debiasing strategies and engagement, and policy work, and will serve as the basis for developing ROC's next national campaign after One Fair Wage. The ROC Seattle Director's responsibilities will include leading this initiative and supervising local staff. The Director will help build a new and evolving model in which connections made with workers online and through street outreach transform to real world relationships and actions. Under this individual's mentorship, these workers will learn how to organize and mobilize their co-workers,. To win One Fair Wage and Racial Equity measures, the Director will build relationships with a variety of unions and community organizations in your affiliate geographic location.

ROCUNITED Director Responsibilities:

- Coordinate coalition of racial equity organizations, academics, City officials, employers, and workers to advance multi-year racial desegregation pilot in Seattle.
- Conduct outreach and implicit bias testing with employers, and build Seattle membership of ROC's national high road restaurant association RAISE. Work with core group of employers and coalition to develop model employer practices to desegregate restaurants.
- Conduct outreach and implicit bias testing with consumers.
- Work with City and coalition to develop policy proposals to address racial segregation in the Seattle restaurant industry.
- Supervise local ROC staff to implement and strategically integrate local and national programs in worker and high road employer organizing, research, public policy, workforce development;
- Assist in developing the organizing skills of staff and member organizers with a focus on membership recruitment, leadership identification and development, dues collection, and formation of member-led campaign and organizing committees;
- Under the supervision of ROC-United Executive team members, lead and provide support to local staff and members in the day-to-day implementation of national campaigns as well as local, state, and federal public policy campaigns that bring pressure to bear on targeted employers as well as the industry as a whole;
 - Provide strategic input to overall campaign and strategy;
 - Conduct individual and group meetings with workers to plan and implement the organizing campaigns;
 - Develop leadership and political consciousness among restaurant workers through trainings, relationship building, and shared experiences;
 - Motivate individual workers and groups of workers to take action;
 - Strategically identify and engage local community allies
- Represent ROC to other institutions, press, and priority relationships and lead local implementation of national communications plans;
- To build and lead state and local coalitions to defend One Fair Wage in WA
- Provide local support as requested to a ROC-United staff team that provides centralized fundraising, accounting, and human resources management to the local ROC.
- Maintain sound and sustainable fiscal operation of the local ROC including monitoring compliance with a local annual budget and expenditure developed by ROC-United;

The Director position is intended to be a senior-level, experienced manager position. The Director will report directly to any of the Executive Team designees.

QUALIFICATIONS:

- 3-5 years labor/community/political organizing experience;
- Experience coalition building, and understanding of member leadership development;
- Experience in designing policy and policy campaigns;
- Maintenance of a professional attitude and strong ethical practice and a willingness to learn and grow
- Strong communication, leadership, and management skills;
- Possess reliable transportation and willingness to travel extensively

- Demonstrated commitment to racial, social, and economic justice; and significant experience working collaboratively with persons of diverse racial and ethnic backgrounds, socioeconomic status, ages, and sexual orientations
- Restaurant work experience a plus; and
- Fluency in oral and written Spanish strongly preferred.