



Chinese Canadian National Council

TORONTO CHAPTER

全加華人協進會(平權會)多倫多分會

Chinese Canadian National Council

Toronto Chapter (CCNCTO)

1911 Kennedy Road, Unit 105

Scarborough, ON M1P 2L9

Email: info@ccnctoronto.ca Website: ccnctoronto.ca

Recruitment: Full-Time Workers Rights Organizer (Contract - 6 Months)

CCNCTO is looking to fill one full-time contract position as a Worker's Rights Organizer. The position will begin as soon as possible and end after 6 months. Pending funding, there is a strong possibility of contract renewal and for the contractor to be hired as a full-time staff member (with benefits).

The Chinese Canadian National Council Toronto Chapter ("CCNCTO") is an organization of Chinese Canadians in the Greater Toronto Area that promotes equity, social justice, and inclusive civic participation by conducting activities in the areas of public education, systemic advocacy, community development, and coalition building.

The Worker's Rights Organizer will lead the [Chinese Worker Organizing Project](#) at CCNCTO, which focuses on organizing low-wage (im)migrant Chinese communities to build collective power and advocate for racial and economic justice. Most of the workers we connect with are based across the GTA and are employed in precarious sectors such as restaurants, factories, and grocery stores. We're seeking a passionate organizer dedicated to improving workplace conditions, addressing systemic issues, and building a sustainable community base within the Chinese community as part of the broader labor organizing movement.

This position requires frequent travel throughout the GTA to conduct outreach and visit workers in their local areas, as well as travel to the Scarborough office at 1911 Kennedy Road to attend meetings and events. The position will report to the Executive Director of CCNCTO and will have a full-time schedule (35 hours per week). The per annum will be \$60,000. Your schedule will be flexible, but it should be set in alignment with the community's availability. Given that many low-income workers finish school and work later in the day, it's crucial to plan your timings to connect with them based on their availability.

We are looking for an enthusiastic and qualified senior organizer with 3-5 years experience in outreach, base-building, leadership development, and community organizing in the Chinese Canadian community. Candidates should have strong social skills, Mandarin language skills, experience and understanding of labour and community organizing, the ability to work independently, a strong understanding of the Chinese immigrant community in the GTA, strong social ties to the Chinese immigrant community, and an understanding of the anti-oppression framework.

Qualifications

- Mandarin language fluency or proficiency, other Chinese language dialects are an asset.
- Minimum three to five years of experience in community outreach, base-building, member leadership development, organizing campaigns, and

- project management/support in non-profit/community organizations;
- Minimum two to three years of experience in working with volunteers and coordinating roles & responsibilities;
 - Minimum two to three years of experience in designing, leading, running workshops, and training for the community;
 - Strong working knowledge of issues impacting the working-class Chinese Canadian community and other racialized communities;
 - Familiarity with different digital tools, including Google Suite, Canva, Zoom, and Mailchimp;
 - Knowledge of Toronto-based organizations that support the Chinese Canadian community;
 - Ability to work effectively within tight deadlines and while balancing competing priorities;
 - Passion for community organizing and social justice;
 - Strong communication, leadership, and interpersonal skills;
 - Access to a vehicle and the ability to drive volunteers and members is preferable;
 - Knowledge of the current social justice movements and campaigns;
 - Experience with fundraising is a strong asset.

Duties and Responsibilities

- In collaboration with the Executive Director and CCNCTO's Board, oversee CCNCTO's worker's rights and organizing program.
- Lead a collaborative process to develop and implement effective organizing strategies.
- Conducting outreach, phone banking, and field visits to targeted groups in Scarborough, York Region, Downtown Toronto, and Mississauga to build strong relationships and increase mobilization;
- Building one-on-one deep engagement relationships with diverse Chinese (im)migrant members to increase members' knowledge about social justice issues, mobilize members to participate in programs and advocacy campaigns, and increase their capacity in taking leadership roles in the organization's decision-making process.
- Coordinating and facilitating community meetings, workshops, events, and advocacy actions (short and long term);
- Build and maintain strong relationships with other partners in the labor movement.
- Recruiting, managing, and training volunteers and students;
 - Focus on outreach and casework onboarding and capacity building.
- Supporting other CCNCTO activities as needed.
- Other duties as required.

Interested applicants are invited to submit a cover letter and resume to info@ccnctontoronto.ca. We ask applicants to apply as soon as possible. Applications will close once we find a suitable candidate. We thank all applicants, but will only be reaching out to those invited to an interview.