



Southern California Association of Non Profit Housing

Position: Advocacy Director

Reports to: Chief Operating Officer

Background: The Southern California Association of Non-Profit Housing (SCANPH) is a regional, membership organization promoting the production, preservation, and management of homes affordable to low-income people throughout the Southern California region. Our roughly 250 organizational members—including about 1,400 individuals—are based primarily in Los Angeles, Orange, Ventura, Riverside, and San Bernardino counties, and include non-profit housing developers, private businesses, property management companies, government agencies, and social service organizations.

In its work, SCANPH engages decision makers at the local, regional, state and federal level. Our work includes advocating for and commenting on policy initiatives and regulatory rulings that impact our members' ability to develop affordable housing. It also includes building the power of our members and residents living in affordable housing to support legislation that makes it easier to build and access affordable housing. In some cases, SCANPH initiates and leads public policy campaigns designed to enhance our members' work.

About the Role: SCANPH seeks an Advocacy Director to envision and execute SCANPH's advocacy, campaign, and organizing efforts. Leading the Advocacy Department, the Director works to strategize and implement the ways in which the department activates and engages both the membership and residents to support affordable housing policy locally and statewide.

A successful SCANPH Advocacy Director will be a strategic, proactive, and equity-centered leader who can translate policy priorities into effective advocacy campaigns, build trust with diverse stakeholders, and mobilize members and residents around shared goals. This role requires someone who is comfortable moving between strategy and execution - from developing organizing plans and campaign tactics to attending community events, supporting resident leaders, drafting communications, and managing staff toward clear outcomes. Solid skills in campaign strategy, community organizing, and staff management are also a must. The Advocacy Director will report to the Chief Operating Officer, and the position is full-time.

Responsibilities:

Management:

- Develop and carry out both short- and long-term advocacy goals in coordination with the SCANPH Board, various member working groups, the Executive Team, and the Advocacy Team;
- Manage and direct the Advocacy Team through small collaborative meetings to ensure effective workflow throughout the organization, delegating work as needed;
- Draft and maintain a departmental budget; and
- Strategize and track yearly goals for the advocacy team that aligns with the priorities set forth in the SCANPH Strategic Plan.

Legislative Advocacy:

- Design and implement an effective relationship building effort with key legislative offices;
- Draft advocacy communications that educate and mobilize SCANPH's base around key legislative fights and alert policymakers to SCANPH's policy priorities; and
- Remain educated and abreast of local and state affordable housing policy efforts.

Power Building and Organizing:

- Oversee resident organizing efforts, setting key targets and strategizing innovative ways to increase the Resident United Network (RUN) base;
- Use voter engagement data and tools to develop targeted campaign strategies across SCANPH member properties; and
- Participate in and lead advocacy coalitions and committees, working with partners to advance long-term housing justice initiatives.

Campaigns:

- Represent SCANPH in ballot measure coalitions and key civic engagement spaces; and
- Lead related member engagement, voter outreach, and campaign fundraising efforts.

Requirements:

- Bachelors degree (advanced degree preferred) and at least 5 years of successful campaign, advocacy, or political organizing experience; experience does not need to be specific to affordable housing.
- Demonstrated commitment to equity and housing justice, with a basic understanding of the current housing landscape and the communities most impacted by housing instability.
- Demonstrated ability to develop and execute advocacy, campaign, or organizing plans from concept through implementation.
- Demonstrated ability to communicate clearly, concisely, and persuasively with a wide range of audiences.
- Access to reliable transportation and ability to move materials and supplies for outreach and community engagement events.
- Highly organized, detail-oriented, self-motivated, and able to manage multiple projects and deadlines at once.
- Familiarity with Google Workspace and Microsoft Word and Excel required; familiarity with CRM, membership, email marketing, or advocacy platforms is a plus.
- Ability to communicate in Spanish is a plus.
- Lived experience with housing instability, homelessness, affordable housing, or related issues is a plus.

Working Conditions:

- This position will be a hybrid position, where remote work is available aside from a weekly in-person day at SCANPH's office in Little Tokyo, Downtown Los Angeles.
- Frequent local travel required to in-person public meetings as well as meetings with members, coalition partners, and events/conferences.

Salary and benefits: The starting salary for this position ranges from \$120,000-130,000 annually, depending on the applicant's qualifications and experience. SCANPH offers a generous benefits package, including healthcare and retirement.

Employment Status: Full-time, exempt position.

Preferred Start Date: As soon as position is filled.

To Apply: Interested candidates are invited to submit their resume and cover letter to Jobs@scanph.org with the subject line "Advocacy Director" The deadline to apply is June 19, 2026. Applications will be reviewed on a rolling basis, so early applications are encouraged.