



TITLE: Cooperative Development Manager, Futuro

REPORTS TO: Program Director, Futuro

LOCATION: Santa Cruz County (hybrid)

CLASSIFICATION: Full Time, 40 hours per week

PAY: \$73,000 - \$86,000, based on experience

BENEFITS: Health/Vision/Dental insurance, 401(k)

Please send a resume and cover letter to: info@sccvonline.org. Applications will be reviewed on a rolling basis.

About Ventures

We're working to create the world we want in partnership with rural Latino working-class families in California's Central Coast to ensure a shared and equitable economic future for all.

Our transformational programs make certain that individuals understand and use their economic and political power. From building their savings to advocating for a living wage, our approach builds community and connects financial stability, wealth building, and self-determination.

Our work creates dignity by recognizing, acknowledging, and valuing our community members' leadership in making change happen. Together, we are working towards a shared and prosperous economic future where zip code, race, gender, or immigration status do not dictate income or wealth.

We believe that:

- Money, and how it is earned, used, and implemented to build wealth and financial systems, is a key component to building wellbeing and a vibrant society.
- We must be intentional and explicit in our work towards racial and gender equity, as social systemic oppressions, including those based on race and gender, are replicated and augmented through the current economic system and related policies.
- Local economies and equitable distribution of income and wealth provide the greatest return and align best in creating wellbeing.
- Money and financing are not well understood and there is a level of mystification around the topic that prevents engagement.

We work in ways that:

- are family centered and culturally appropriate;
- remove system level barriers to economic equity;
- provide leadership development and financial education for children and youth;
- develop new financial and asset building vehicles; and
- lift and leverage the great work already being done.



Our geographic reach encompasses Monterey, San Benito, and Santa Cruz Counties. Ventures is Latina, immigrant-led organization.

About Futuro

A 2017 Worker-Owned Cooperative Market Opportunity for the Central Coast report was developed at Ventures' request by Project Equity and Democracy at Work Institute (DAWI). This report identified key steps to support cooperative business structures as a key component to local equitable economic development. From 2018-2019, Ventures focused on supporting local policy and workforce development engagement around business succession opportunities to employee-owned structures in the region. Including conversations of local capital engagement.

The COVID-19 pandemic, and its disproportionate negative impact on working class immigrant households, raised cooperative development as an available and valuable opportunity, primarily in rural workforces in need of alternative wealth building vehicles. Starting in 2021, Ventures worked closely with community members, including launching a rapid response worker owned cooperative with the support of DAWI and Sustainable Economies Law Center (SELC), to explore the development of Futuro - a model of immigrant focused worker-owned cooperative incubator and accelerator.

Working with its national, regional, and local partners, Ventures is finalizing the development of Futuro and starting to target the identification of its first member cooperative to provide income security and economic mobility for rural working-class Central Coast residents, with a focus on immigrant entrepreneurs, through worker-cooperative development. This includes business technical assistance, market research, and business feasibility support.

Futuro aims to be self-sustaining within a 5-year period and to be owned and managed by representatives of member worker-owned co-ops who provide oversight for its management. Focused on service-based business, the effort includes buildout of the local ecosystem, including local economic development, integration of cooperatives, community education, and business provider engagement in cooperative clients.

About the Role

This job description is intended to describe the general nature of the work performed by employees in this job. It is not an exhaustive list of all the job's responsibilities. At Ventures, all jobs include broad responsibilities for continually improving the processes we use.

Under the direction of the Futuro Program Director, the Cooperative Development Manager advances and promotes Ventures' work to build a compassionate and equitable local economy that contributes to the region's well-being.



A key member of a values driven and team-focused approach, the Cooperative Development Manager will oversee efforts and initiatives designed to sustain and enhance the level of service delivery provided to worker cooperatives and entrepreneurs for Futuro. Additional responsibilities include developing membership's capacity by providing training, building worker owner power and supporting our Futuro ecosystem. Ventures staff must be able to work independently, under minimum supervision, and act on their own initiative. The ability to communicate, coordinate effectively, and support program activity will be critical.

Prior experience preferred but not required. Evening and weekend hours are expected. This is a full-time position.

Regular Duties

- Assist with the development and/or enhancement of services that help worker cooperatives start, operate and expand.
- Develop and implement Futuro programmatic goals aimed at increasing quality and efficiency of services under the direction of Futuro Director.
- Develop, organize, and facilitate overall strategy for Futuro worker cooperative training and oversee training expansion with a focus on member-centered and led programming.
- Conduct outreach to worker cooperatives, organizations, groups and individuals interested in learning about cooperatives for Futuro.
- Create and improve policies and practices for worker cooperative management.
- Provide coaching to worker- owners to develop their business management and social leadership skills.
- Represent Ventures in worker co-op related activities, including coalition and advocacy work.
- Supervise and coordinate activities of support staff, consultants, and/or volunteers engaged in the implementation and administration of program objectives
- Support with content development, management, design, and distribution of communication efforts, including social media, videos, and photographs.
- Collect and analyze data, prepare scheduled and special reports, maintain program/project records and statistical information.
- Support business development management services to Futuro and its worker owned cooperative members. Including in homecare, consulting, and climate related industries.
- Other duties as assigned.

Physical Demands and Work Environment



The Cooperative Development Manager is frequently required to drive, walk, and climb stairs. They must occasionally lift and/or move up to 20 pounds. They must have the ability to drive a personal vehicle, as needed. The work environment is primarily within an indoor office environment or comparable space (remote work from home, for example), with occasional exposure to outdoor weather when traveling to program sites.

Qualifications

- Believes in Ventures' Vision, Mission, and approach to work. Embodies Ventures' Values.
- Knowledge of equity frameworks, specifically racial and gender equity required.
- Extremely flexible, with a strong work ethic and an entrepreneurial spirit to accommodate a high level of responsibility and multiple priorities.
- Business Development Experience
- Cooperative and/or business management experience required.
- Excellent written and verbal communication skills, including presentations.
- Ability to work with internal and external teams, provide excellent facilitation, customer service, conflict resolution, and build strong working relationships with diverse community leaders, institutional partners, peers, and colleagues.
- Strong organizational abilities including project management, planning, evaluation, and program development. This includes collection and analysis of data.
- Experience in community outreach and organizing.
- Ability to take initiative and proactively manage multiple and sometimes competing tasks and projects while satisfactorily meeting deadlines and desired outcomes.
- Detail-oriented with excellent written and verbal communication skills.
- Solution-focused: able to analyze administrative, financial, and technical problems and recommend effective solutions.
- Experienced and proficient in Microsoft Office (Outlook, Excel, and PowerPoint) as well as other data management systems and reporting tools. Grants management software experience is a plus.
- Thrives in a fast-paced environment
- Bilingual (English/Spanish), bi-literate, and/or bi-cultural strongly preferred
- Experience in financial capability and asset building strongly preferred
- Valid California driver's license