



Position Opening

ORGANIZING DIRECTOR

Salary: \$90,000-100,000

Status: Full-Time, Exempt

Reports to: Executive Director

Positions Reporting to this Position: Senior Organizer, Community Organizers (2)

Location: Atlanta, Georgia

Description

The Georgia Conservation Voters family of organizations includes the Georgia Conservation Voters, Inc., the Georgia Conservation Voters Education Fund, and the Georgia Conservation Voters Action Fund. The Georgia Conservation Voters (GCV) mission is to advocate for public policies that advance a more just and sustainable future, campaign for candidates who will make climate and environmental justice a priority, and hold elected officials accountable for their actions and votes. The Georgia Conservation Voters Education Fund (GCVEF) mobilizes Georgians to advance climate and environmental justice through education, advocacy, and other forms of civic engagement. The Georgia Conservation Voters Action Fund (GCVAF) campaigns for climate champions. These complimentary organizations hold Georgia legislators and policymakers accountable for their actions on climate and environmental justice.

The Organizing Director is an executive-level leadership role responsible for growing and leading a team of experienced organizers in building and implementing issue-organizing campaigns grounded in a community-centered theory of change and focused on the climate and environmental justice priorities of the GCV Education Fund. The ideal candidate has extensive experience in advocacy campaign management, base building, and leadership development. This person must be able to manage a dynamic team and be responsive to shifts in organizing goals, strategies, and tactics as new challenges and opportunities arise within our work. An ideal candidate is able to work closely with directors, board members, other GCV team members, and consultants to maximize outcomes. The qualified candidate is able to demonstrate knowledge about environmental and climate justice issues; is knowledgeable about organizing and campaigns; is a strategic thinker; analyzes data and measures progress; is proactive and able to chart a path forward; and is process-driven and detail-oriented.

Responsibilities

- Develop, implement, and evaluate issue-organizing campaigns that have clear “wins” and effective strategies and tactics that also help build a strong base of active volunteers and community leaders that can drive progress on environmental justice and climate issues
- Manage, mentor, and develop a team of staff organizers; create individualized and detailed goals and work plans for organizers; establish weekly meetings to check in on assignments and goal progress
- Ensure that organizers and community leaders understand organizing best practices and approach to designing and implementing successful issue-organizing campaigns, including an understanding of goal-setting, theory of change, power mapping, spectrum of allies, leadership ladders, etc.
- Ensure that organizers are adequately trained and supported to implement grassroots community organizing tactics, such as phone banking, door-to-door canvassing, house parties, press & media engagement, and online organizing
- Develop and test new and proven organizing strategies, tactics, and tools to increase engagement with our target communities and leaders and improve the efficiency and effectiveness of our campaigns
- Develop tracking systems, tools, and structures to provide clarity and accountability for organizers
- Establish, track, and analyze progress toward goals, and produce accurate reports and dashboards to track goal progress
- Work with the Communications & Marketing Director to grow the number and quality of contacts in our EveryAction database, helping to increase our overall audience size and expand our reach within our target audience
- Work closely with the Partnerships & Coalition manager to build coalitions and establish effective partnerships with local organizations (e.g. cross movement organizations, faith-based groups, environmental justice groups, etc.)
- Work with the Communications team to implement creative art, culture, and storytelling tactics into organizing and campaign efforts
- Work with the Development Director to participate in fundraising activities as needed to increase financial resources for organizing programs and campaigns

Qualifications

- **Ability to quickly learn** GCVEF’s programs, campaigns, and priority issues to effectively manage and communicate about our organizing efforts

- **Work Experience:** 5-7 years experience working on community or labor organizing movement building efforts, including several years of direct supervisory experience, including staff and volunteer leadership training experience is required. The ideal candidate has experience in issue-organizing campaigns with communities of color and working with coalition partners.
- **People management skills:** Demonstrates exceptional supervision and coaching skills, including managing staff. The ideal candidate has experience working with a team to determine and prioritize projects and tasks, establish expectations for their delivery and performance, and effectively delegates rather than micro-manages tasks.
- **Communication skills:** Excellent verbal, reading, and writing skills are critical for this position. There is a high volume of written materials that will flow to this position and the Organizing Director will frequently have to thoroughly review and analyze the information to determine our organizing goals, strategies, objectives, and tactics. The qualified candidate is also able to effectively speak about or work and represent GCV Education Fund to a variety of audiences and mediums.
- **Industry knowledge:** Qualified candidates have experience developing and overseeing issue campaigns driven by community organizing, including campaign planning, accountability measures, and tracking progress. Demonstrated knowledge of political dynamics, movement building, and the ability to write and implement training curricula is a plus. The ideal candidate has demonstrated experience with organizing around clean energy and environmental justice issues. Familiarity with the IRS rules regarding 501(c)(3) and 501(c)(4) organizations is a strong plus.
- **Cultural Competencies:** Demonstrated awareness of one's own cultural identity, views about differences, and the ability to learn and build on varying cultural and community norms. A complex understanding of racial justice and the urgency of confronting institutional racism and inequity in climate and environmental work is a strong plus. The ideal candidate will demonstrate commitment to equity and inclusion as an organizational practice and culture. A proven track record of successfully working across lines of race, immigration status, ethnicity, language, class, gender, and other identities and experiences is required. Familiarity with Georgia and in-state communities is preferred.
- **Technical skills:** Must have experience with or be willing to learn to use EveryAction (our constituent resource management system, a.k.a. people database) and Asana (project management system). The candidate must demonstrate a high proficiency with Google Workspace applications (ex., Gmail, Google Drive, Google Calendar, Google Groups, etc.) and Zoom.
- **Ability to travel:** Must be willing to travel extensively for events, staff retreats, other meetings, and professional development opportunities; expect frequent local travel (2-3 times per week), in state at least 1-3 times a month, and out of state every 4-6 months.

Compensation

The salary range for this position is posted at the top of this job description. The salary is commensurate with similarly situated nonprofit advocacy organizations, and the final amount will depend upon experience and qualifications.

Georgia Conservation Voters provides paid vacation and sick leave; health, vision, and dental insurance; and a 401(k) retirement plan. GCV also supports a healthy work-life balance by supporting flexible working practices, which include flexible working locations and hours, extensive time off, professional development support, and support for holistic health, including therapy reimbursement.

To Apply

Submit your cover letter and resume before the deadline posted on the website using the application found at gcvoters.org/careers.

If your experience is mostly out-of-state, please speak directly about why you want to do this work in the state of Georgia in your cover letter.

GCV is an equal opportunity and fair chance employer committed to a just, equitable, and inclusive workplace. We encourage applications from all qualified individuals without regard to race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, marital status, citizenship, disability, veteran status, or record of arrest or conviction. We encourage applicants with disabilities who may need accommodations in the application process to contact: jobs@gaconservationvoters.org