



## Position Opening

# COMMUNITY ORGANIZER

**Salary:** \$50,000-\$60,000 annually

**Status:** Full-Time Employee

**Reports to:** Organizing Director

**Positions Reporting to this Position:** None

**Location:** Atlanta, GA, other locations considered

## 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 Community Organizer will engage and build leadership among communities of color and young people in Georgia. The Community Organizer will conduct outreach to schools, churches, community centers, and go door-to-door to identify affected people who care about the issues in their community. They will help people develop leadership skills to become powerful advocates and organizers within their neighborhoods. We are looking for organized self-starters who are experienced community organizers. If you are goal-driven, passionate about social change and justice, and experienced in inspiring community residents to get involved in collective leadership and power, GCV is the place for you!

# Responsibilities

Conduct new outreach to recruit volunteers through door-knocking, presentations, one-on-ones, community meetings, and phone calls that identify new volunteers and members to participate in campaigns.

- Identify and create opportunities for building the engagement and leadership of members and support their growth and development.
- Support grassroots leaders to develop and implement work plans that form committees of their friends, family, neighbors, and co-workers.
- Mobilize community members and meet monthly to discuss turnout goals for in-person and digital actions.
- Work with the GCV team to develop and lead training for members that develop their skills, analysis, and commitment.
- Develop and maintain a strong understanding of the power dynamics and lay of the land for the campaign and community. Research decision-makers, their interests, and how to influence them.
- Track organizing progresses meticulously in VAN and submits reports on volunteer recruitment and cultivation.
- Work closely with the GCV team to develop, implement, and evaluate issue campaigns that successfully recruit volunteers, build grassroots leaders, and get the attention of decision-makers and media.
- Work closely with the GCV digital organizer to increase our campaigns and programs' online engagement and social media presence.
- Work with the GCV Communications team to identify and develop powerful storytellers and media spokespeople from among the membership.
- Develop relationships and partnerships with community organizations, leaders, and institutions, particularly among communities of color, the health field, churches, schools, and other relevant communities.
- Use digital platforms to host and share meetings and capture pertinent data.

# Qualifications

- Work Experience: 1-3 years in the grassroots community or labor organizing programs. Experience in programs that include deep relational organizing, mobilizing goals, and volunteer outreach (canvassing, phone banking, house visits,

etc.), training volunteers, monitoring goals, developing strategies and tactics, and forming alliances with other groups.

- **Skills:** Commitment to amplify the voice and leadership of communities of color in Georgia. Ability to recruit and mobilize. Ability to conduct basic research to learn issues and develop a power analysis. Ability to determine the land's political lay, including policymakers' positions and values. Excellent organizational and time management skills. Has the ability to prioritize and effectively manage multiple tasks in a fast-paced work environment. Creative problem-solver who is resourceful during challenging or new situations. Must have experience with or be willing to learn to use VAN, EveryAction (our constituent resource management system, a.k.a. development database); Asana (project management system); and Google Workspace applications (ex., email, file management, calendar system, Google Groups, etc.)
- **Cultural Competence:** Demonstrated awareness of one's cultural identity, views about differences, and the ability to learn and build on varying cultural and community norms. Has an understanding of racial justice and the urgency of confronting institutional racism and inequity. Commitment to equity and inclusion as organizational practice and culture. Experience working across different lines of race, immigration status, ethnicity, language, class, gender, and other identities and experience.
- **Conditions:** Ability to work hours exceeding stated office hours as needed; ability and willingness to travel for staff retreats, meetings, and professional development opportunities. This position is based in Atlanta, Georgia. However, other in-state locations may be considered.
- Must be willing to travel extensively, attend conferences and events, and meet with board members and staff; expect to travel in state at least 1-3 times a month and out of state every 3-4 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](https://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](mailto:jobs@gaconservationvoters.org)