



## Position Opening

# ENGAGEMENT ORGANIZER

**Salary:** \$40,000-50,000

**Status:** Full-Time, Exempt

**Reports to:** Organizing Director

**Positions Reporting to this Position:** None

**Location:** Georgia

## Description

Since re-launching in 2018, Georgia Conservation Voters has been working to establish our presence as a leader at the intersection of conservation policy and politics here in our state. Our 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 voting, advocacy, and other forms of civic engagement.

GCV is seeking an Engagement Organizer to join our team. The Engagement Organizer will be given the unique task of training and mobilizing the current GCV base. The primary goal of this position is to increase GCV's capacity to organize communities, participate in civic engagement and advocate for environmental protection. This is achieved by providing an array of education and training opportunities, in conjunction with ongoing campaign actions, to effectively engage thousands of residents every year. This Organizer will conduct outreach to identify people who care about the issues and will help people develop leadership skills for them to become powerful advocates and stand in solidarity with those who are most impacted. We are looking for a creative, ambitious, experienced leader who is goal-driven, passionate about social change and justice. This person will have experience having tough conversations and creating environments where transformative reflection and learning happen. This individual will support the implementation of all Georgia Conservation Voters' GCVEF initiatives.

# Responsibilities

- Conduct outreach to existing bases to recruit volunteers, increase support and build GCV leadership cadre.
- Champion racial equity and lead workshops to advance justice in the environmental advocacy community.
- Navigate complex relationships in a way that finds actionable insights and advances the primary goal.
- Identify and create opportunities for building the engagement and leadership of members and support their growth and development.
- 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.
- Develop and maintain strong relationships with supporters.
- Track engagement and mobilization progress meticulously 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 online engagement and social media presence of our campaigns and programs.
- 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.
- Actively participate as a thought leader and part of the organizing network within the Conservation Voter Movement and contribute to building an inclusive organizational culture.

# Qualifications

- Work Experience: At least 2 years in base building or volunteer management, evaluation, outcomes measurements, and results-based accountability. Expertise in programs that

include canvassing, phone banking, house visits, etc. Proven success training volunteers, monitoring goals, developing strategies and tactics, and forming alliances with other groups.

- **Skills:** Enthusiasm and commitment to amplify the voice and leadership of communities of color in Georgia. Ability to conduct basic research to learn issues, develop a power analysis and political lay of the land, including the positions and values of policymakers. Excellent organizational and time management skills and 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. Experience with VAN and Excel is highly preferred. Bilingual in English and Spanish or other languages is preferred.
- **Cultural Competence:** Demonstrated awareness of one's own cultural identity, views about differences, and the ability to learn and build on varying cultural and community norms. 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 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. Please note that all GCV staff is currently working remotely during the COVID-19 pandemic.

## Compensation

Salary is commensurate with similarly situated nonprofit advocacy organizations and will depend upon experience and qualifications.

Georgia Conservation Voters provides paid vacation and sick leave, health and dental insurance, and a 401(k) retirement plan. GCV also supports a healthy work-life balance by supporting flexible working practices.

## To Apply

Submit your cover letter and resume using the application found at [gcvoters.org/careers](https://gcvoters.org/careers) by Tuesday, June 1, 2021. No phone calls, please. GCV is an equal opportunity / 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, 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@gcvoters.org](mailto:jobs@gcvoters.org)