



Position Opening

SENIOR ORGANIZER

Salary: \$50,000-60,000

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 a Senior Organizer to join our team. The Senior Organizer will be tasked with managing multiple campaigns and building leadership among communities of color and young people in Georgia. The Senior Organizer will conduct outreach to schools, churches, community centers, and go door-to-door to identify people who are affected by and care about the issues in their communities. They will help people develop leadership skills for them to become powerful advocates and organizers within their neighborhoods. We are looking for a creative, ambitious, experienced leader who is goal-driven, passionate about social change and justice, and experienced in building individual and collective leadership and power. This person will have experience with supporting project development including planning, executing, and closing projects. This individual will support the implementation of all Georgia Conservation Voters' Democracy for All and Clean Energy for All initiatives.

Responsibilities

- Conduct new outreach to recruit volunteers through door-knocking, presentations, one-on-one's, and phone calls that identify new volunteers and members.
- 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 result in them forming committees consisting of their friends, family, neighbors, and co-workers.
- 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 community member participation 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: 4-6 years in grassroots community or labor organizing programs. Experience in programs that include volunteer outreach (canvassing, phone banking, house visits, etc.), training volunteers, monitoring goals, developing strategies and

tactics, and forming alliances with other groups. Proven success in program or campaign management, evaluation, outcomes measurements, and results-based accountability

- **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 by Tuesday, August 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,

accommodations in the application process to contact: jobs@gcvoters.org