



## Position Opening

# Senior Organizer

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

**Status:** Full-Time, Exempt

**Reports to:** State Field 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. Georgia Conservation Voters (GCV) 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 assist the State Field Director with building out an organizing program to support our electoral and legislative work. The Senior Organizer will be tasked with managing multiple campaigns and building leadership among communities of color and young people in Georgia. 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. The ideal candidate is a seasoned organizer with 3-5 years of organizing experience in an electoral campaign.

## 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.
- Track organizing progresses meticulously in VAN and submits reports on grassroots growth.
- Work closely with the GCV team to develop, implement, and evaluate 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.

## Qualifications

- Work Experience:
  - 3-5 years in grassroots community, electoral campaigns, or labor organizing programs. Experience in voter outreach programs that involved training and coaching volunteers on a daily basis and forming alliances with other organizations. Proven success in building out organizing programs that met or exceed goals.
- Skills:
  - Enthusiasm and commitment to amplify the voice and leadership of communities of color in Georgia.
  - Strong proficiency with Google Sheets and VAN/Votebuilder tools are required.
  - Great organizational & communication skills with a strong commitment to follow up.
  - 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.
  - Ability to track and report data in a timely, consistent, and accurate manner.
- 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, 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, 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).