



## Position Opening

# COMMUNITY ORGANIZER

**Salary:** \$60,000-\$70,000 annually

**Status:** Full-Time Employee, Exempt

**Reports to:** Organizing Director

**Positions Reporting to this Position:** None

**Location:** Any of the following counties in Georgia: Chatham, Effingham, Cherokee, Clayton, Cobb, DeKalb, Douglas, Fayette, Fulton, Gwinnett, Henry, Rockdale, Forsyth, Bibb, Dougherty, and Lowndes

## 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 complementary organizations hold Georgia legislators and policymakers accountable for their actions on climate and environmental justice.

The Community Organizer builds grassroots power to advance issue-based goals. This role is responsible for recruiting, training, and mobilizing volunteers; executing organizing tactics; and cultivating long-term relationships with community members and grassroots leaders. Community Organizers are expected to operate with independence and sound judgment within clearly defined campaign strategies and work plans.



## Responsibilities

### Grassroots Organizing & Field Execution

- Recruit, train, and mobilize volunteers to participate in voter engagement and issue advocacy
- Execute organizing tactics, including canvassing, phonebanks, textbanks, relational organizing, town halls, and rapid response actions
- Mobilize constituents to influence policy-makers
- Engage in issue campaigns as designed by directors, adapting tactics as needed based on field conditions and data

### Leadership Development & Relationship Building

- Identify, develop, and support volunteer leaders and community champions
- Conduct one-on-one conversations and relationship-based organizing to build trust and long-term engagement
- Facilitate trainings, meetings, and community events
- Maintain strong relationships with community members, coalition partners, and allied organizations
- Represent GCV professionally and credibly in community spaces

### Power Analysis & Strategic Organizing

- Understand and apply power mapping and decision-maker analysis to organizing work
- Help translate campaign goals into effective grassroots pressure strategies
- Provide field-based insights and feedback to directors to strengthen campaign strategy
- Recognize when escalation, coalition action, or new tactics are needed to advance goals

### Campaign & Program Support

- Support issue campaigns as assigned
- Coordinate with coalition partners to align grassroots activities and messaging



- Conduct activities in compliance with organizational policies and legal requirements

### **Data, Reporting & Accountability**

- Maintain accurate and timely records of outreach, volunteer engagement, and activities
- Track progress toward goals using approved databases and tools
- Submit regular reports on metrics, outcomes, and lessons learned
- Use data and feedback to continuously improve organizing effectiveness

### **Organizational Alignment & Professional Standards**

- Adhere to all organizational policies, including compliance, firewall, data protection, and HR guidelines
- Operate within assigned authority and escalation protocols
- Communicate proactively with supervisors about progress, challenges, and resource needs
- Receive and incorporate feedback constructively

### **Working Conditions**

- Frequent travel within the assigned region
  - Evening and weekend work is required during peak campaign periods
- Hybrid work environment with significant in-person field activity

## **Qualifications**

### **Required**

- 1–3 years of experience in community organizing, political campaigns, advocacy, or grassroots work
- Demonstrated experience recruiting and mobilizing volunteers
- Strong interpersonal, facilitation, and communication skills



- Ability to manage time, priorities, and workload independently
- Comfort working evenings and weekends as campaign demands require
- Commitment to environmental protection, democracy, and civic engagement

## Preferred

- Experience organizing in Georgia communities
- Familiarity with voter engagement or organizing tools (e.g., VAN, PDI, Action Network, or similar systems)
- Experience with grassroots lobbying or issue-based advocacy
- Bilingual or multilingual skills a plus

## Competencies

- Ownership and follow-through
- Relationship-building across diverse communities
- Sound judgment within a defined strategy
- Comfort executing without constant direction
- Ability to balance structure with adaptability
- Commitment to equity, inclusion, and respectful collaboration

## Compensation

The salary range for this position is at the top of this job description. The salary is commensurate with those of similarly situated nonprofit advocacy organizations, and the final amount will depend on 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 offering flexible working practices, including remote and flexible hours, extensive time off, professional development support, and holistic health support, including therapy reimbursement.



## To Apply

**Submit your cover letter and resume using the application at [gcvoters.org/careers](https://gcvoters.org/careers).  
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)