



ORGANIZING *for* HEALTH *and* JUSTICE

Job Title: Environmental Justice Community Organizer

Reports To: Executive Director

FLSA Status: Exempt

Full Time

Application Process

To apply, please send a cover letter, resume and a list of three references to jobs@cacwny.org with the subject line “The Environmental Justice Community Organizer” References will not be checked until the last round of interviews, and candidates will be given an opportunity to notify their references in advance. **Please submit a cover letter, resume, and references. It is optional to send up to two relevant work samples but not required. This position will remain open until it is filled.**

The Position

The Environmental Justice Community Organizer is responsible for working directly with members and potential members to design, run, and support issue campaigns. Clean Air’s issue campaigns address a range of problems primarily through the lenses of environmental justice and just transition work. The Environmental Justice Community Organizer builds strong member teams, collaborates with the staff team, and plans and facilitates regular events including team meetings, public and membership meetings, workshops, and training.

The Environmental Justice Community Organizer will lead Clean Air’s existing American Axle/Delavan-Grider campaign team as well as help the organization to develop and implement larger strategies around ending and repairing the harm done by environmental racism in poor and working class and communities of color. The Environmental Justice Community Organizer will work closely with new and existing campaign team members, organized labor and anti-racist organizers and organizations to build, run and win transformative systems level community organizing campaigns for health and justice.

This job offers an opportunity to be on the cutting edge of equity and grassroots community organizing work. We invest in and follow the leadership of our members. Member-leaders set the pace, identify issues and targets, and create the strategy and tactics. This work requires a generous and ferocious love of people, and willingness to take on the powerful even when it's uncomfortable or messy. You will be challenged often, pushed to the limit, learn a bunch, have a lot of fun, be frustrated on occasion, inspired frequently, and make a real difference in people's lives. **We are highly encouraging applicants who are from, or highly involved with communities on the East Side of Buffalo to apply. Formal organizing experience is a plus but not a requirement. The ideal candidate for this job has a strong analysis of systemic racism and classism, is adaptable, outgoing, and has a strong interest in building power.**

Who We Are

We organize poor and working class people across Western New York to build community power to organize for and win environmental justice and public health campaigns. We create transformational relationships rooted in mutual interest and lived experiences that enable us to organize for collective wellbeing that centers care, joy, laughter, and celebration.

Duties & Responsibilities:

- **Leadership Development and Organizing**
 - Develop leadership in neighborhoods and issue areas with active campaigns
 - Identify leaders through canvassing, community meetings, and other strategies
 - Recruit core team members, develop and support strong and self-determined teams
 - Coordinate and provide coaching to members/leaders regarding campaign development and implementation
 - Facilitate regular leader team meetings through developing robust and exciting campaign plans, including strategy development, power mapping, messaging, political education and base building needed to run and win powerful campaigns
 - Provide regular and ongoing leadership development, training and support to leader and member teams
 - Support community-based research, in alignment with member-developed goals and strategies
 - Coordinate and facilitate community meetings, trainings, and strategy sessions
 - Center the needs and demands of our membership in the work, while leading with clarity on your own mutual interest in winning transformational and structural change

- **Campaign Strategy Development and Execution**

- Work with member leaders to assess decision making and other power and relevant stakeholders related to issue campaigns
 - Work with leaders to identify and form strategic relationships with key allies, agency elected officials, and other decision makers that are aligned with and accountable to the organization's mission and values
 - Train and support leaders to meet with decision makers
 - Work with member-leaders to generate earned media, including developing press and media strategy, and providing training, support, and materials for working with press (spokesperson training, messaging development, creating press releases, etc.)
 - Create campaign materials, including mailings/communications, such as flyers and postcards
- **Base Building and Community Power Development**
 - Work with member-leaders to develop base building and recruitment strategies in campaign areas
 - Design and hold phone banks as necessary
 - Design and hold community canvasses as necessary
 - Train and support member leaders in personal storytelling strategies and execution
 - Supervise canvassing staff as needed
- **Organizational Development and Administration**
 - Document and evaluate work as necessary, including creating work plans, annual self-reviews, and ongoing debriefs of work and processes
 - Collaborating with staff and members to continue to grow a culture of fundraising within the organization. Fundraising responsibilities include member recruiting, occasional special events support, and participation in organization-wide fundraising campaigns
 - Coordinate with staff to carry out necessary administrative work, including budgeting and organizational infrastructure, as needed
 - Develop strategic communication for members, leaders, allies, and funders about campaign work for organizational use, such as newsletters, grant reports, and other documentation
 - Position Clean Air's organizing work in regional and national spaces through attending and presenting at conferences and networking with organizing professionals

Experience & Leadership Abilities

Candidates will be evaluated on the full range of their lived and learned experience, professional background, volunteer experience, and direct and transferable skills. Clean Air is seeking candidates with demonstrated experience and skills in the following areas:

- **At least 1 year of experience (paid or volunteer) in grassroots community organizing is preferred but not required. Candidates should have a strong grasp on the difference between organizing and advocacy!**
- Relationships with and understanding of organized labor strongly preferred!
- Knowledge of VAN is not required but is a plus!
- Bi-lingual candidates, especially Spanish speaking, are encouraged to apply!

Leadership Abilities:

- Skills in, understanding of, and a strong commitment to the practice of grassroots community organizing
- Skills in building and holding multiple complex relationships, while maintaining a high degree of accountability and integrity to the organization's mission and values
- Demonstrated ability to work across lines of difference, with a nuanced understanding of systemic oppressions race, class, gender, and ability
- Demonstrated commitment to following the leadership of poor and working class people and people of color, including listening to and believing their experiences, investing in their leadership, and rallying behind and designing campaign strategies and tactics around their solutions and expertise
- Ability to handle the flexibility and need to pivot our work based on changing political and social issues. Ability to be adaptable, resilient and willing to work with others when needed.
- Demonstrated commitment to centering the needs, experiences, and expertise of member-leaders even when things get messy or uncomfortable
- A commitment to the long-term growth and potential of leaders and members, including meeting people where they're at, and a practice of calling in
- A commitment to community-building through authentic, fun, and caring relationships
- Ability to effectively manage teams and volunteers to collaboratively develop and carry out issue campaigns
- A compelling communicator with solid storytelling ability, understanding of narrative trajectory, authenticity, and calls to action
- A deep understanding of power-building, resource distribution, and common dynamics in the movement-building ecosystem
- Flexibility to work some evenings and weekends as needed

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Compensation and Benefits

This is a full time, salaried position, working 40 hours per week, paying \$50,000 annual salary. Clean Air offers a generous benefits package that includes platinum level medical insurance and dental insurance at 100% coverage, business travel expenses coverage, annual professional development stipend, and 401k retirement plan with 3% employer matching contribution. Paid time off is 40 total days per year, with 15 vacation days, 10 sick days, 12 holidays, and 3 personal days each year. Professional development is required for all staff regardless of experience.

Clean Air Coalition provides an equal opportunity to all without regard to race, color, religious or non-religious affiliation, gender, gender identities or expressions, sexual orientation, national origin, physical disability, age, and/or veteran status. Clean Air centers race, class, and gender equity in our organization and work. We strongly encourage people of all traditionally marginalized identities to apply.