

## **JOB OPENING AT WORC**

**Job Title:** Lead Organizer

**Position Status:** Full-time, salaried, exempt employee

**Location:** in Nebraska, with the specific location to be determined

**Position Reports to:** Leadership & Capacity Director

The Western Organization of Resource Councils (WORC) is seeking to hire a Lead Organizer for its rural organizing project in Nebraska. We are looking for someone who has a solid foundation in community organizing with a minimum of three years experience. The position requires excellent relationship building skills, an ability to bring people together to build and exercise their collective power, and a commitment to personal learning, growth and development.

*WORC is an Equal Opportunity Employer committed to cultivating and preserving a work environment that is built on the premise of equity.* For more information about WORC, and to view our [Equity Statement](#), visit our website at [www.worc.org](http://www.worc.org)

WORC proposes over five years to build two new community organizations, one in Nebraska and one in Kansas, which would become WORC member groups. Because of WORC's connections and previous outreach the project will focus first on completing an organizing assessment in Nebraska, with a Kansas assessment tentatively planned to begin in 2022.

WORC will focus its organizing efforts in rural areas of the two states. WORC's rural organizing project will coincide with an urban Kansas-Nebraska strategy executed by the Direct Action & Research Training (DART) Center. DART will build new Justice Ministry Organizations in four major urban areas.

WORC is a regional network of eight grassroots community organizations in seven Western states. WORC is a leader in campaigns to hold the coal, oil and gas industries accountable, create a just transition for fossil-fuel dependent communities, and win economic justice for family farms and ranches and small food producers. WORC is nationally respected for its 40 years of winning campaigns on natural resource, food and farm issues through community organizing, training, leadership development and voter engagement.

### **PRIMARY JOB RESPONSIBILITIES**

- Undertaking a comprehensive on the ground assessment of organizing opportunities and barriers in rural communities and towns throughout Nebraska.
- Gaining an understanding of the overall lay of the land in rural Nebraska, including social, economic and political conditions and trends.
- Identifying and prioritizing specific communities and towns in rural Nebraska to build local chapters that can take effective action to address local issues and needs.

- Building relationships of trust among people from diverse backgrounds, including clergy and lay leaders from interested local congregations.
- Conducting relational one-on-one meetings and holding a series of house meetings and/or small group conversations as part of the assessment process.
- Identifying, recruiting and developing a broad and diverse base of leaders.
- Training members and leaders in basic organizing and civic engagement skills, and engaging them in formulating sound organizing plans and strategies.
- Building a grassroots dues paying membership and donor base.
- Performing administrative, fundraising, and communication tasks and duties as necessary to further the project.

### **PRIORITY SKILLS AND EXPERIENCE**

- Personal commitment to the principles of grassroots community organizing, with at least three years of on the ground organizing experience.
- Proven ability to build trusting relationships with people across diverse constituencies and communities, especially in a rural setting.
- Core passion for building collective power to address injustice.
- Personal commitment to racial, class and gender equity and justice.
- Demonstrated experience working with grassroots leaders to plan, run and win issue campaigns and win policies that improve people’s lives.
- Experience managing multiple priorities and responsibilities simultaneously.
- Ability and flexibility for substantial travel, evening and weekend work assignments, and occasional long hours.

### **DESIRED SKILLS AND EXPERIENCE**

- Passionate about developing leadership in others.
- Experience planning and facilitating meetings, trainings or workshops.
- Ability to plan, organize and hold good meetings.
- Strong interpersonal communication skills.
- Experience working remotely and/or with a distributed team.
- Commitment to developing and using a support network.
- Knowledge and experience conducting organizing assessments and building strong, membership-led organizations.

### **SALARY, BENEFITS AND STARTING DATE**

Salary range starts at \$45,000 depending on experience and qualifications. We offer generous benefits including health and dental insurance, paid vacation and sick leave, paid sabbatical, flex time, ongoing professional development opportunities, and retirement plan with employer contribution.

### **HOW TO APPLY**

Submit a cover letter (tell us where you heard about the position and why you want to work for us), your resume, and three references to Rachel Zatterstrom at [billings@worc.org](mailto:billings@worc.org) with “Lead Organizer” in the subject line. **Applications are due June 30, 2020** with a target start date of August 1, 2020. The position will remain open until filled.