

## JOB OPENINGS AT WORC

**Job Title:** Community Organizers

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

**Location:** Central or Northeast 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 two community organizers to help build a broad-based community organization in rural Nebraska. The organization will begin with community led local chapters and employ a bottom-up approach that honors local knowledge, voices, and leadership to identify and find solutions to problems that negatively impact diverse communities in rural Nebraska.

We are looking for candidates who can build trusting relationships with people from all walks of life and believe in the capacity of people to work together to achieve long lasting community solutions that support thriving communities and families. The position requires excellent relationship building skills, an ability to bring people together, and a commitment to personal learning, growth and development.

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

### PRIMARY JOB RESPONSIBILITIES

- Conduct relational one-on-one meetings and small group conversations as part of the assessment process.
- Build relationships of trust among people from diverse backgrounds and cultures.
- Assess opportunities in local communities to bring people together to take action and address important issues and needs.
- Engage community members and leaders in building sound organizing plans and strategies.
- Develop people's leadership skills so they have the confidence to be involved in and influence decision-making processes that affect their lives.
- Raise money from a broad base of individual donors to achieve financial self-sufficiency.

### PRIORITY SKILLS AND EXPERIENCE

- Personal commitment to the principles of grassroots community organizing. Community organizing experience is strongly preferred.
- Knowledge of rural Nebraska, including its people, culture and economy.
- Personal commitment to building power and agency in marginalized communities and ensuring fair representation in decision-making.
- Demonstrated experience working with grassroots leaders to win policies that improve people's lives.
- Experience managing multiple priorities and responsibilities.

- Ability for local and regional travel, evening and weekend work assignments, and occasional long hours.
- Bilingual Spanish/English strongly preferred for at least one of the positions.

### **DESIRED SKILLS AND EXPERIENCE**

- Passionate about developing leadership in others.
- Experience planning and facilitating meetings, trainings or workshops.
- Strong interpersonal communication skills.
- Experience working remotely and/or with a distributed team.
- Commitment to developing and using a support network.
- Ability to think strategically about the complex challenges facing rural communities and how to bring people together to solve them.

**MORE ABOUT WORC:** WORC is a regional network of eight grassroots organizations in seven western states that includes 15,000 members and 36 local chapters. WORC has a multi-issue focus, and its members are united by a vision where engaged local voices are leading communities across the West and Great Plains. WORC is nationally respected for its 40 years of winning policies through community organizing, training, leadership development and voter engagement.

**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 what excites you about the job), your resume, and three references to Rachel Zatterstrom at [billings@worc.org](mailto:billings@worc.org) with “Nebraska organizer” in the subject line. Applications are due January 31, 2021 with a target start date in March 2021. The positions will remain open until filled.