

**JOB OPENING AT WORC**  
**Organizing and Training Coordinator**  
Montrose, Colorado/Billings, Montana

The Western Organization of Resource Councils (WORC) is seeking an experienced community organizer and trainer to join our team. The Organizing and Training Coordinator position is designed to contribute to the success of WORC's member groups by overseeing a multi-faceted community organizing training program for network members, leaders and staff.

We are looking for someone who has a solid foundation in community organizing, is passionate about developing leadership in others, and is committed to creating a just society. The ideal candidate will be excited about creating learning environments that bring people together for common cause, bring an inclusive and collaborative approach to the work, and be committed to their own learning, growth and development.

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. WORC's member organizations have 15,190 members and 35 local chapters in seven states.

**RESPONSIBILITIES**

WORC's Organizing and Training Coordinator plays a key role in our commitment to providing all staff in the network with the training and support they need to reach their full potential, and to develop a large and diverse pool of skilled leaders who fully participate in their organizations, communities and civic affairs. Specific responsibilities include:

- Overseeing WORC's training program and related budget items.
- Planning and holding regional trainings and events, including making sure that equity and inclusion goals and content are woven into all trainings and events.
- Ensuring that all training content is consistent and effective, and includes an explicit equity lens.
- Partnering with WORC's member groups to offer a suite of local and state based trainings and workshops.
- Expanding the number of members, leaders and staff in the network who are capable trainers and group facilitators.
- Learning about and sharing new and innovative community organizing and leadership development approaches, techniques and resources.
- Exploring partnerships with other organizing networks, sharing resources and bringing in guest trainers as appropriate.
- Working collaboratively with the Leadership & Capacity Director to deliver high quality capacity building assistance to the member groups through on site and remote consulting.
- Helping WORC's member groups succeed by winning their issues and building their organizations.

**PRIORITY SKILLS AND EXPERIENCE**

- Personal commitment to the principles of community organizing, with at least three to five years of boots on the ground experience in community organizing.

- High level of competence in facilitating trainings, workshops, meetings and retreats.
- Demonstrated experience working with grassroots leaders to plan, run and win issue campaigns.
- Foundational knowledge of racial, class and gender equity and justice and other issues of power and privilege.
- Experience working with diverse communities.
- Ability and flexibility for substantial regional travel.

### **DESIRED SKILLS AND EXPERIENCE**

- Experience working with communities of color and/or poor and working class communities, especially in a rural setting.
- Experience designing innovative and engaging training curriculum.
- Strong communication skills including:
  - written (ability to clearly and concisely communicate complex ideas)
  - verbal (ability to communicate directly and respectfully with co-workers and network leaders and staff; ability to give, receive, and incorporate positive and constructive feedback; ability to respond effectively to challenging group dynamics)
- Knowledge and experience conducting organizing assessments and building strong, membership-driven organizations.
- Experience working remotely and/or with a distributed team.
- Experience delivering effective trainings in an online setting.
- Experience with coaching and/or consulting.
- Knowledge of the West, its land, and its people is a plus.

The position is full-time, exempt, and based in our Montrose, Colorado office. Location in our Billings, Montana office may be considered for the right applicant. Applicants must have the ability and flexibility for substantial regional travel, evening and weekend work assignments and occasional long hours.

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

Salary range \$40,000 to \$50,000 to start, depending on experience and qualifications, with generous benefits including health and dental insurance, sabbatical, paid vacation and sick leave, flex time, ongoing professional development opportunities, and retirement plan with employer contribution.

### **HOW TO APPLY**

To apply send a cover letter (tell us where you heard about the position and why you want to work for us), resume, a short writing sample (training facilitation plan preferred) and three references to Rachel Zatterstrom, Leadership & Capacity Director, Western Organization of Resource Councils, [billings@worc.org](mailto:billings@worc.org). The application deadline is November 15, 2019.

The Western Organization of Resource Councils is an Equal Employment Opportunity and Affirmative Action employer. WORC is committed to cultivating and preserving a work environment that is built on the premise of equity. For more information about WORC, visit our web site at [www.worc.org](http://www.worc.org).