

## **JOB OPENING AT WORC**

**Position Title:** Organizing and Training Coordinator

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

**Location:** Montrose, Colorado or Billings, Montana

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

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

*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).

We are looking for someone who has a solid foundation in community organizing, is passionate about developing leadership in others, and is committed to building broad-based regional power and 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 scale 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.

### **RESPONSIBILITIES**

WORC's Organizing and Training Coordinator plays a key role in our commitment to providing all staff in our 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:

- Planning and holding regional trainings and events, including making sure that equity and inclusion goals and content are woven into all trainings and events.
- Working with WORC's training team to ensure 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.
- 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 issue campaigns and building their organizations.

### **PRIORITY SKILLS AND EXPERIENCE**

- Minimum of three years on the ground community organizing experience and a personal commitment to the principles of grassroots community organizing.

- Demonstrated experience working with grassroots leaders to plan, run and win issue campaigns.
- Experience planning and facilitating meetings, trainings or workshops.
- Personal commitment to racial, class and gender equity and justice.
- 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.
- 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)
- Has worked remotely and/or with a distributed team.
- Experience with and passion for working within democratized decision-making structures.
- Experience delivering effective trainings in an online setting.
- Coaching and/or consulting experience.
- Knowledge and experience conducting organizing assessments and building strong, membership-led organizations.
- Knowledge of the West, its land, and its people is a plus.

Applicants must have the ability and flexibility for substantial regional travel, evening and weekend work assignments and occasional long hours.

### **COMPENSATION AND BENEFITS**

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 “Organizing and Training Coordinator Application” in the subject line. **Applications are due March 1, 2020.** The position will remain open until filled.