Leadership & Capacity Director
Job Announcement

The Western Organization of Resource Councils seeks an experienced organizer and trainer to direct our network’s community organizing training, consulting and capacity building program.

This position leads WORC’s Leadership and Capacity Building Program, with the goal of increasing capacity across our multi-state network to build permanent, effective, multi-issue community organizations that are here for the long haul.

This is an exciting time to step into leadership of this impactful program as we emerge from the pandemic and become a multicultural network. The Leadership and Capacity Director will lead the creation of an updated vision, direction and priorities for this program to serve our growing and increasingly diverse network, embrace new technologies, and strengthen the community organizing work that is foundational to our network.

The Organization

WORC is a powerful regional network of nine grassroots community organizations (our member groups) in seven western states with 19,935 members and 39 local chapters. WORC is nationally respected for its 44 years of winning campaigns on natural resources, food and farming, and many other issues through community organizing, policy advocacy, training, leadership development, voter engagement, and strategic communications. Our network is committed to ushering long-term, ground-up change by building grassroots power through base-building and leadership development.

Our member organizations are Dakota Rural Action (SD), Dakota Resource Council (ND), Idaho Organization of Resource Councils, North Dakota Native Vote, Northern Plains Resource Council (MT), Oregon Rural Action, Powder River Basin Resource Council (WY), Western Colorado Alliance, and Western Native Voice (MT).

WORC was formed in large part to deliver a wide range of leadership and capacity building assistance to our member groups, including a multi-faceted training program for members, leaders and staff. WORC is committed to building organizations that reflect the diversity of our region and shared power that increases our collective impact, enabling us to take on new issue campaigns and win, strengthen our public voice, and create a democratic, sustainable, and just society.
The Position

The Leadership and Capacity Director is responsible for directing and managing WORC’s Leadership and Capacity Building Program. Primary responsibilities include:

- Overseeing the planning and delivery of a suite of community organizing trainings in partnership with WORC’s staff and member groups.
- Working with WORC’s member groups to build their organizational capacity to fulfill their missions and their effectiveness through targeted delivery of consulting services and capacity building assistance.
- Leading an inclusive planning process that engages WORC’s member groups in creating an updated vision, direction and priorities for the program.
- Building our power by integrating an equity and justice lens into the program.
- Hiring and supervising an Organizing and Training Coordinator.

Necessary Skills & Experience

- Personal commitment to WORC’s mission and the principles of grassroots community organizing.
- At least five years of community organizing experience, ideally including membership recruitment, leadership development, and chapter building.
- Experience working with grassroots leaders to plan and run issue campaigns.
- Personal commitment to dismantling practices and structures that perpetuate systems of inequity.
- Skill in training design and facilitation, group dynamics and decision-making, and conflict resolution.
- Ability to work effectively in cross-cultural settings.
- Ability to give, receive, and incorporate positive and constructive feedback, and develop others through coaching, training and feedback.
- Ability to work with limited supervision, direct a multifaceted program, manage multiple priorities, and produce results.
- Ability and flexibility for substantial regional travel (approximately six to eight multi-day trips each year), and evening and weekend calls and meetings.

Desired Skills & Experience

- Experience with supervision.
- Experience working with diverse rural community members, including Indigenous, Hispanic / Latinx and other communities of color, and poor and working class communities.
- Experience delivering effective trainings in an online setting.
- Knowledge of the West, its history, and its current political climate.
- Verbal and written fluency in Spanish is strongly desired, but not required.
Specific Responsibilities

Program Management
- Develop and oversee WORC’s Leadership & Capacity Building program, including long-term and annual planning, and budget development.
- Ensure that equity and inclusion goals and content are woven throughout the Leadership and Capacity Building Program, including all trainings and events.
- Hire, supervise and mentor Organizing and Training Coordinator.
- Network and explore partnerships and collaborations with other organizing networks and organizations.

Member Group Consulting & Capacity Building
- Oversee WORC’s member group consulting program including the development and delivery of annual assistance plans for WORC’s member groups, ensuring each group receives timely and effective support and assistance by coordinating a team-based consulting approach.
- Think strategically about the most effective structures to organize and engage people in their local communities through chapters and other means.

Training & Support
- Hire, supervise and mentor Organizing and Training Coordinator.
- Serve as a senior trainer for WORC regional trainings and events.

Organizational Oversight & Management
- Participate in WORC’s staff teams as assigned, likely including the management, supervisors and DEI teams.
- Provide leadership and vision regarding the network’s expansion both within existing member group states and in new states in the West.

Location & Work Environment

This position is preferably based in Billings, MT. Our LEED platinum-certified building showcases green building strategies and technologies, and is a great place to work. A remote location within WORC’s region (western Colorado; Idaho; Montana; North Dakota; eastern Oregon; South Dakota; or Wyoming) will be considered for the right candidate.

The position is full-time and reports to the Executive Director. The position requires some travel and flexibility, including evening and weekend calls and meetings, and approximately eight multi-day trips within our region and beyond each year. Generally, we offer our staff the flexibility to work some of the time from home, balancing that with the cohesion that comes from working in the office.
Compensation & Benefits

The salary ranges from $60,000 - 75,000 depending on experience. Generous benefits include fully paid health and dental insurance, with optional vision insurance with a modest employee contribution; 20 paid vacation days; 12 paid sick and wellness days; ten paid holidays; flex time policy; three months of paid parental leave with the birth or adoption of a child; four days paid bereavement leave; policy to encourage the use of alternatives to fossil-fueled transportation by compensating employees for use of mass transportation and awarding up to three additional paid days off; cell phone use stipend; employer contribution to a retirement plan after one year of employment; and eligibility to apply for a sabbatical of up to three months of paid leave and three months of unpaid leave after five years of employment.

Equal Opportunity Statement

WORC is an Equal Opportunity Employer committed to cultivating and preserving a work environment built on equity. We welcome qualified people of all backgrounds and abilities to apply and will not discriminate based on race, color, religion, sex, sexual orientation, age, national origin, ancestry, citizenship, veteran status, disability, marital status, creed, or other non-job related factors protected by local, state, and/or federal law in hiring, promoting, demoting, training, transfers, layoffs, terminations, recommendations, rates of pay, or other forms of compensation. For more information about WORC and to view our Equity Statement, visit our website at www.worc.org.

How To Apply

Please send a letter of interest and your resume to Sara Kendall, Interim Executive Director at billings@worc.org. In your cover letter, please tell us where you heard about the opening, what excites you about the job, and your preferred work location, as well as your most relevant experience, areas you may need to grow into, and any connections you have to WORC and the people in our network. For more information, please see www.worc.org.

We will review applications on a rolling basis, with priority given to applications received by July 12. The position will remain open until filled. The ideal start date for this position is by September 1, 2023.