

JOB OPENING AT WORC

Bilingual Community Organizing Training Coordinator

The Western Organization of Resource Councils (WORC) is seeking an experienced community organizer to join our Leadership and Capacity Program Team. The ideal candidate for this position has a demonstrated ability to use grassroots organizing to build community power, experience designing and facilitating trainings and workshops on topics related to community organizing and campaigning, an understanding of or connection to issues impacting rural western communities, and fluent Spanish language skills.

The title for this position is “Bilingual Leadership and Capacity Program Coordinator” and this position works to ensure the success of WORC’s 10 member groups by designing and facilitating high quality, bilingual trainings and workshops for members, leaders, and community organizers within the network in addition to providing timely, targeted, and effective consulting services and capacity building assistance to the WORC member groups.

We are looking for someone who has a solid foundation in community organizing, is passionate about developing the leadership of others, and is committed to building broad-based regional power in the West. The position requires excellent relationship building skills, an ability to create respectful learning environments that bring people from our increasingly diverse network and region together around shared values and goals, and a commitment to personal learning, growth and development.

Who we are:

WORC is a regional network of 10 grassroots community organizations in eight Western states. For over four decades, WORC and our local and state-based member groups have been fighting for social change by organizing rural westerners to address long-term issues affecting their families, communities, and quality of life. WORC is nationally respected for our experience winning campaigns on natural resources, food, and farm issues through community organizing, training, leadership development, and voter engagement.

What you’ll do:

WORC’s Bilingual Leadership and Capacity Program Coordinator plays a key role in our commitment to building powerful community led organizations. Primary responsibilities include:

- Designing and facilitating regional trainings and events, some of which will be bilingual and/or facilitated in Spanish;
- Working with WORC’s training team to ensure that all training content is consistent, effective, culturally relevant and appropriate, and incorporates an explicit equity analysis;
- Partnering with WORC’s member groups to offer a suite of local and state-based trainings and workshops, some of which will be facilitated in Spanish;
- Exploring partnerships with other rural community-based organizations and 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 WORC’s member groups through on-site and remote consulting.

Who you are:

- Curious - you ask a lot of questions and are eager to build shared understanding.
- Self motivated - you have a strong sense of ownership over goals and a desire to excel.
- Accountable - you can be counted upon to do what you say you will and to admit when you’ve made a mistake or are experiencing a challenge.
- Relational - you believe in the importance of building strong relationships in order to succeed.

- Learning oriented - you approach the work with an eagerness to learn, grow, and improve, and with an openness to regularly giving, receiving and incorporating feedback.
- Attentive to detail - you care about the details and know the importance of getting them right.
- A team player - you enjoy working collaboratively on a team and can be counted upon to jump in and support your colleagues.
- You have the flexibility for substantial regional travel, as well as availability for periodic evening and weekend work assignments and occasional long hours. WORC has policies in place to support sustainable working hours for staff.

REQUIRED 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 designing and facilitating meetings, trainings or workshops on topics related to community organizing and campaigning;
- Verbal and written fluency in Spanish;
- Ability to respond effectively to challenging group dynamics;
- Personal commitment to dismantling practices and structures that perpetuate systems of inequity;
- Ability to work effectively in cross-cultural settings;
- Can communicate directly and respectfully with co-workers and network leaders and staff;
- Experience working with Indigenous, Latinx, and other communities of color and/or poor and working class communities, especially in a rural setting.

DESIRED SKILLS AND EXPERIENCE:

- Experience developing and facilitating trainings, workshops, and events in Spanish and designing training and workshop curriculum that take into account cultural contexts;
- Experience with and passion for working within collaborative decision-making structures;
- Experience working on issues such as agriculture, clean and renewable energy, fossil fuel extraction, water quality, economic development;
- Experience delivering effective trainings in both in-person and online settings;
- Experience supervising community organizers;
- Experience working with coalitions;
- Connection to, or knowledge of the West, its history, and its current political climate is a plus.

If you were Program Coordinator right now, you would be:

- Planning a bilingual training on foundational organizing principles and skills;
- Facilitating a monthly training curriculum for a cohort of experienced organizers;
- Developing a monthly training curriculum for new organizers;
- Working with a member group to plan and facilitate their five-year strategic planning process;
- Doing one-on-one coaching with an organizer to support them in carrying out their organizing plan for the next four months;

What else you should know:

WORC is an Equal Opportunity Employer committed to 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.

- This position is full-time and is based in Billings, MT. A remote location within WORC's region (in or near Grand Junction, CO; Boise, ID; Norfolk, NE; Bismarck, ND; LaGrande, OR; Brookings, Sioux Falls or Rapid City, SD; or Sheridan, WY) will be considered for the right candidate. Relocation to Billings or a remote location within our region would be expected within the first year of employment.
- You must be comfortable working unconventional hours occasionally — including nights and weekends.
- This position includes both in-person and virtual components; you must have the ability to travel to a state in our region and beyond for up to a week about 6-8 times a year.
- You must be comfortable being managed and building relationships with our team remotely.

The salary range for this position is \$60,000- \$65,000 depending on experience and qualifications. We offer generous benefits including:

- 100% employer paid health and dental insurance for staff
- 20 paid vacation days
- 12 days sick leave
- 10 paid holidays
- Three months paid parental leave
- Opportunity for sabbatical after 5 years of employment
- Ongoing professional development opportunities
- 401K with employer contribution
- Cell phone reimbursement

TO APPLY:

To apply, [click here](#). In your cover letter please tell us where you heard about the opening, what excites you about the job, and your preferred work location from the list mentioned above, 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.

We will review applications on a rolling basis, but priority will be given to application received before May 1st. The ideal start date for this position is June 3rd. The position will remain open until filled.

For more information, please see www.worc.org.