

JOB OPENING AT WORC

Job Title: Community Organizer

Position Status: Full-time, salaried, exempt employees

Location: Norfolk, Nebraska

Position Reports to: Leadership & Capacity Director

The Western Organization of Resource Councils (WORC) is seeking to hire a community organizer to help build a broad-based community organization in rural Nebraska, beginning with a local community-led chapter in the Norfolk area.

Our ideal candidate is rooted in the Norfolk area and motivated to put in the work to create a community that everyone's kids can come home to. You are passionate about your community, eager to be in conversation and build relationships with people from all walks of life, excited to learn new things, take risks, and move people to action.

AT WORC:

- We practice the discipline necessary to achieve success and offer flexibility as we understand we are living in unprecedented times;
- We have a proven organizing framework and we recognize the need to adapt and innovate our approach based on the current reality of the communities where we we organize;
- We build shared power and take action to address community issues and needs;
- We respect that every individual brings their own set of values and uniqueness to the work and embrace it!

WHAT YOU'LL DO

You will have the opportunity to bring people together to build a brighter future for your community through a proven approach to community organizing. Your primary responsibilities will include:

- Building relationships of trust among people from diverse backgrounds and cultures through 1:1 relational meetings and small group conversations.
- Assessing opportunities to bring people together to build shared power and take action to address community issues and needs.
- Working with an organizing team to provide skill-based training and engaging members and leaders in creating and executing sound organizing plans and strategies.
- Raising grassroots money from a broad base of individuals to support greater financial self-sufficiency.

WHO YOU ARE

- Personal commitment to the principle that, when joined together, people can build the power they need to bring about real solutions to the problems that they face on a daily basis.
- Strong interpersonal communication skills.

- Personal commitment to building power and agency with a broad base of people and ensuring fair representation in group decision-making.
- 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.

DESIRED SKILLS AND EXPERIENCE

- Passionate about calling forth leadership in others.
- Experience planning and facilitating meetings, trainings or workshops.
- Knowledge of the Norfolk area, including its people, culture and economy.
- 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.

WHO WE ARE: WORC is a regional, rural based network of eight grassroots organizations in seven western and plains states that includes 18,000 members and 41 local chapters. WORC has a multi-issue focus, and its members are united by a vision of creating a just, democratic and sustainable society where people have a say in the decisions that affect their lives. WORC is nationally respected for its 40+ years of winning real change through community organizing, training, leadership development and voter engagement.

WHAT ELSE YOU SHOULD KNOW: Salary range is \$42,000 - \$48,000 depending on experience and qualifications. We offer generous benefits including health and dental insurance, paid vacation and sick leave, paid sabbatical program, 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 rzatterstrom@worc.org with “Norfolk organizer” in the subject line. Applications are being reviewed on a rolling basis. Applicants can expect to hear from us within two weeks of submitting their application. The position will remain open until filled.

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