Role:	350VT Community Organizer
Commitment:	Full-time
Location:	Based in Vermont required
Pay:	$42,226 - $44,226/year (with likely increase in the coming six months)
Benefits:	Health, vision, & dental insurance; 7 weeks' paid time off per year plus health time; professional development budget; telecommunications stipend
Application:	**Apply here by 11:59pm on Monday, May 29th**
Timeline:	Two rounds of interviews beginning in June and start date likely July - August
Questions:	Contact Maeve: admin@350vt.org

ROLE DESCRIPTION

The 350VT Community Organizer will join a dynamic and growing organizing effort that builds the power of Vermonters to catalyze a just transition off greenhouse gas-emitting fuels to a climate resilient future. They will work closely with the Lead Organizer and 350VT volunteers to develop and carry out local and state campaigns that will ask elected officials and business leaders to enact this transition. This is an exciting opportunity to be part of building and strengthening a powerful climate justice grassroots movement in Vermont, to make the state a climate justice leader, and to take your organizing skills to a new level.

Responsibilities will include working with other staff and volunteers to:

- Engage and integrate new volunteers into the 350VT network
- Support local community teams in their efforts
- Organize events such as meetings, trainings, rallies
- Facilitate volunteer meetings and coordinate volunteer teams
- Support volunteers' to develop new organizing skills and grow in leadership
- Enter, track and analyze volunteer engagement data to inform strategy
- Work with teams to develop campaign timelines and strategy
- Build relationships and work with allied constituencies and organizations as part of the Vermont climate justice movement

350VT uses a shared leadership structure, and all staff and board members play some part in organizing, contributing to organizational strategy and health, and keeping the organization running. With the rest of the staff team, the Community Organizer will participate in:

- Regular meetings and collaboration with the whole staff, teams, and board/staff committees
- All-hands-on-deck efforts like fundraising appeals
- Joining and helping with occasional key events throughout the year

KEY SKILLS AND QUALITIES

Values

- A deep commitment to centering justice and equity in all work, especially addressing the climate crisis
- Love for and ability to continuously learn
- Ability to work well in the face of uncertainty
- Flexibility and an ability to adapt plans as required by the evolution of the campaign(s)
- A genuine interest in supporting others to grow and learn
- Believes in the worth and opportunity of all people to create a better future

Competencies & experience

- Past participation in grassroots organizing efforts. We're open to candidates with a range of grassroots organizing experience, from volunteering to years of paid work.
- Ability to work independently, to self-motivate, *and* to work with others collaboratively and on teams
- Ability to easily connect with and enjoy working with a wide range of people and volunteers
- Very organized
- Strong ability to listen
- Good communication skills
- Comfort using technology such as databases, Zoom, Slack, Google Suite
- Shows strength or promise in all the core competencies agreed on for 350VT staff members: collaboration, communication, initiative, accountability, facilitating productive conversations, time management, shared decision-making, organization, justice analysis/practice/commitment, vision for the work
- Commitment to collective, deeply collaborative, non-hierarchical work, and to the ongoing, intentional process of continuing to develop systems for shared leadership and accountability

Other qualities

- Willing and able to travel around Vermont
- Willing and able to work some evenings and weekends
- Committed to following safe Covid protocols

We encourage BIPOC, LGBTQ+, women, disabled people, and people from other underrepresented communities to apply. Unfortunately, our Burlington-based office is not ADA accessible but we are happy to discuss other accommodations in the interview process.