



NJRP Community Organizer

Job Title: Community Organizer

Reports to: Jody Stewart, Director of Organizing.

Hours & Salary: This is a 40-hour-per-week position, generally Monday - Friday with some weekends if there are events planned. Compensation starts between \$37,000 - \$42,000 per year. Salary scale is below.

Benefits: Starting on the first day \$400 per month HRA, 1% IRA match, 10 vacation days and 12 PTO days, along with several federal holidays and two weeks at the end of the year. Yearly subscription to Headspace meditation app OR alternative health or wellness app up to \$110 if approved by Executive Director. Plus mileage and food reimbursements for work-related travel and events and paid a work cell phone to be used for work calls and texts.

About NJRP:

Ever look around and think, 'Somebody should do something?' At NJRP - we believe we are that somebody. We are currently hiring two Community Organizers to manage ongoing campaigns winning impactful change and build power with our members.

The New Jersey Resource Project is a non-profit organization whose mission is to educate and connect community leaders to work together for solutions. We work to uncover and address the root causes of the problems our communities face and take action together toward economically just and resilient communities. We change hearts and minds and win real results for our communities.

We work in New Jersey - primarily in rural and suburban areas where people are impacted by the overdose crisis, extreme storms, and sea level rise. [Learn more about the work we are doing to change the lives of our communities here](#) and about our sister organization, [the New Jersey Organizing Project](#) here.

We believe that everyday people confronting a problem must be the people offering the solution. At NJRP, everyone is welcome and we mean *everyone*. We organize everyday people - and we don't always agree on every issue. Organizers need to be able to work with passionate people, manage tense conversations, and build strong relationships across personal and political differences.

Currently, NJRP is a hybrid work environment, two days in the office (Tuesdays and Thursdays) and three days working from home. We maintain COVID protocols that shift depending on the risk and the current protocol is to test once a week on Tuesdays (or whichever is your first day in the office after a weekend). NJRP provides tests.

Role

The following are examples of what the work could look like for the next six to twelve months. Part of the work is adapting in a rapidly shifting context.

Build Power in and for our Community

- Hold one-on-one and group meetings to deepen relationships, identify community leaders, and build a base;
- Build and maintain a base of engaged member leaders, representative of the people who are most impacted by our campaign issues, who can lead on campaigns;
- Invest in the leadership of NJRP members involved in the campaigns through meaningful, self-interested roles and through training and political education.
- Develop and execute grassroots actions as determined by the campaign strategy. Actions could include: community meetings, press events, letter-to-the editor campaigns, lobby days, and direct action.

Win real results that improve people's lives *and* change what's possible to win:

- Build relationships with federal and state legislators and staffers on our policy priorities alongside member leaders and drive them to support us.
- Coordinate volunteer grassroots advocacy including phone banks, canvassing, and other outreach efforts. Outreach can include digital or in-person events like canvassing, flyering, tabling, attending meetings and presentations.
- Work closely with members, allies and other organizing staff to develop, refine and further the goals of organizing campaigns;
- Build relationships with partners and allies to further the work.

Facilitate the telling of a persuasive & welcoming story that helps us win and build.

- Lead community education campaigns and outreach efforts to ensure that community members have accurate and timely information about policy changes that impact their lives;
- Stay current on issues vital to our members, the political and community landscape, and other matters that affect our ability to fulfill our mission, goals and objectives;
- Collect member stories and drive our narrative in the press.
- Write web, email, FB and Twitter content to recruit people and for online/digital actions.
- Work on funding proposals, reports and tracking

Raise a minimum of \$10,000 per year.

- Support the growth and stability of by bringing in new members, supporting membership drive drives, contributing to fundraising events, foundation applications and cultivating individual donors

Qualifications/Experience:

- You have experience with or interest in community organizing in a grassroots power organization, labor union, advocacy, faith-based, or service organization. You are skilled at meeting people where they are at - across race, class, gender, religion, and political party - and bringing people together.
- You accept that change is constant and rise to the challenge of executing our campaign goals in a rapidly changing political and grassroots landscape. You like a collaborative work environment - embracing that sometimes the process might be a little slower or messier but know that we're working to make sure everyone's talents and strengths are at the table as best we can.
- You've got good boundaries and people skills (or are working on them - it's a practice) and are comfortable with direct communication and occasional tension and frustration. You're a skilled listener and facilitator.

- You are comfortable exercising diligent perseverance - you know humans are busy and distracted and that requires calling, texting and emailing to get the answers and actions you need to be successful. You understand that people not getting back to you is not an excuse for not getting your job done.

College education is not required. Must live in New Jersey - Applicants living in Central (though we still debate its existence) & South Jersey preferred. And this job definitely involves working some nights and weekends.

Must have a valid driver's license and vehicle.

Please email a cover letter telling us why you're the right person for the team, and your resume to info@newjerseyop.org subject "I am your next organizing unicorn."

The New Jersey Resource Project is an **Equal Opportunity Employer**; women, people of color, persons with disabilities and LGBTQI people are strongly encouraged to apply.

Job	New hires, newly promoted/new role, on a learning curve	Experienced folks doing their jobs.	You're at the outside edge of this band or beyond, have a ton of relevant experience and/or are SLAYING.
Organizer 1 - 3 years	Min: 37,000 Max: 42,000	Min: 42,000 Max: 46,000	Min: 46,000 Max: 48,000
Organizer 3 - 6 years (or beyond - maybe you wanna stay an organizer)	Min: 42,000 Max: 46,000	Min: 46,000 Max: 52,000	Min: 52,000 Max: 60,000