



Florida Conservation Voters

Chispa Program Director

Status: Exempt, full-time

General Description: Florida Conservation Voters (FCV) is a statewide advocacy organization that works to turn environmental values into local, state, and national priorities. We engage people in our democracy to protect our environment and create a healthy, sustainable future for all Floridians. We connect people to their political power by mobilizing people, winning elections, holding elected officials accountable, and advancing responsible public policies. In 2014 our national affiliate, the League of Conservation Voters (LCV), launched Chispa (“chispa” translates to “spark” in English), which is a program that relies on community organizing to build the voice and power of Latinx families to influence the environmental policies and decisions that affect their lives. Chispa members have taken leadership in the fights to keep rooftop solar affordable and accessible, converted dirty diesel school buses to clean electric fleets, cultivated policymakers representing communities of color as champions on environmental issues, demonstrated to Spanish-language media that the environment is a priority issue for Latinx families, and built strong relationships with social justice and environmental groups alike.

We are looking to build our Chispa program in Florida and seek an exceptional and highly experienced leader to serve as FCV’s Chispa Program Director. The Program Director must have a proven track record of strategic thinking and experience with building strong, engaged grassroots membership bases that can influence decision-makers and change policies. The Program Director should have a complex understanding of communities of color in Florida, particularly Latinx communities. Ideally, they will also be a compelling coach and trainer for organizers and members, and be committed to building community power with lower-income communities and communities of color. Candidates must have an unwavering commitment to racial justice and derive inspiration from grassroots leadership of people who stand up and stand together for the health of their families, communities, and our planet.

Core Job Responsibilities:

- Provide leadership for FCV’s efforts to build a strong base of active volunteers and leaders; achieve local and state policy victories; form strong, creative partnerships with community organizations and leaders within communities of color; and get the attention of decision makers and the media to advance FCV’s environmental and climate justice goals in Florida.
- Work with FCV’s Executive Team to develop and maintain a strong understanding of the power dynamics and lay of the land for particular campaigns and communities, including researching key decision makers, their interests, and how to influence them.
- Lead, inspire, and coach a strong, effective team of organizers to build organizing programs that build power within the communities where we work and advance our long-term goals.
- Work with organizing teams to: develop, implement, and evaluate issue campaigns that build a strong base of active volunteers and leaders; achieve local policy victories; form strong, creative partnerships with community organizations and leaders within communities of color; and get the attention of decision makers and the media.
- Develop and test effective and new organizing and mobilizing strategies, as well as tactics and tools that engage and recruit new members and volunteers.
- Coach organizers in how to identify and develop relationships with organizations and leaders who can become effective partners.
- Collaborate with FCV’s communications team and LCV’s national Chispa communications staff to develop online campaign tools and earned and paid media that tell the story of our organizing and engage our volunteer base.
- Ensure that all program activities are properly tracked and that organizing teams have the skills and procedures to do so effectively.

- Actively participate as a thought leader in the Conservation Voter Movement and be a contributor to building an inclusive organizational culture.
- Represent FCV during public speaking opportunities, networking events, partner meetings, media speaking engagements, and other events.
- In the long run, develop strategies and tactics that integrate voter registration, get-out-the-vote, and voting rights campaigns into year-round community organizing.

Skills and Experience:

- 5+ years of experience working on community or labor organizing campaigns, including several years of direct supervisory, and staff and leader training experience. Must also have experience on issue campaigns driven by community organizing.
- Extensive experience training and coaching community organizers and volunteers in organizing skills, political education, and grassroots building.
- Experience working across lines of race and class as well as building and maintaining relationships within the landscape of Latinx and people of color-led organizations and coalitions.
- Ability to create a culture of feedback and accountability among teams and cultivate leadership and growth among organizing staff and volunteers.
- An understanding of environmental values as well as how environmental issues intersect with racism, economic inequality, sexism, homophobia, and other systems of oppression.
- Emotional intelligence and effective listening skills in order to be an effective coach, trainer, and member of a complex team.
- Excellent written and verbal communication skills, including ability to write and implement training curriculum and organizing tools in English and Spanish.
- Bilingual in English and Spanish and culturally competent with the diversity of communities of color in Florida.
- Strong organizational and time management skills, including an ability to prioritize and effectively manage multiple tasks in a fast-paced work environment.
- Discipline to establish goals and work plans and motivation to meet goals, produce results, and exceed expectations.
- Willingness to learn and the ability to be a creative problem-solver who is resourceful and resilient in challenging or new situations.
- Fluency in VAN, Google and Office Suite preferred.
- Community organizing experience working with Latinx communities and communities of color in Florida highly preferred.
- Ability to work outside of stated office hours to get the job done; ability and willingness to travel in Florida, and for meetings with national and Conservation Voter Movement partners elsewhere.

Values: Must share our organizational commitment to integrating racial justice and equity into the work we do and ensuring an inclusive organizational culture. Must share our strong belief in everyday peoples' ability to affect change and in their fundamental right to be heard by decision-makers and to influence the policies and decisions that affect their community.

Location:

While FCV's main office is located in Tallahassee, Florida, **this position will be based remotely in Central Florida (Orlando, Kissimmee).**

To Apply:

Send your resume and a cover letter explaining why you want to work for FCV and how this position fits into your long-term goals to laura@fcvoters.org. Please include "FCV Chispa Program Director" in the subject line. Position open until filled. Salary is commensurate with experience, ranging from \$50,000 to \$60,000.

FCV is an equal opportunity employer committed to racial justice, equity and an inclusive workplace.