



FLORIDA CONSERVATION VOTERS

DEMOCRACY FOR ALL LEAD ORGANIZER

Status: Salary, Full-Time

Location: Miami, Florida

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 and advancing responsible public policies.

Democracy for All Florida (DFA Florida), a program of Florida Conservation Voters, is seeking a full-time Lead Organizer based in Miami, Florida to lead a non-partisan redistricting program. This position will help develop a voting rights and democracy agenda and drive a mission that expands access to the political process. This position is primarily responsible for holding virtual or in-person redistricting workshops, listening sessions, and participating in redistricting coalitions in Miami, FL.

The ideal candidate will have experience organizing, educating, and recruiting volunteers through door knocking, presentations, one-one's, and phone calls that identify new volunteers and members. They will be committed to getting results, mitigating risk in a fast-paced environment, and able to handle a heavy workload. The DFA Lead Organizer reports to the Civic Engagement Director. This position, alongside a team of tenacious colleagues, will advocate for voting rights, and build and amplify the voices of communities of color and other key constituencies who are disproportionately impacted by environmental issues.

Job Responsibilities:

- Developing relationships and partnerships with African American and Latino community leaders, organizations, businesses, and policymakers.
- Working closely with FCV's Civic Engagement Director to develop, implement and evaluate issue organizing campaigns that successfully recruit volunteers, build grassroots leaders, and get the attention of decision-makers and media.
- Identifying, training, and managing motivated leaders and volunteers to work as independent teams, ensuring they have the resources, plans and tools needed to meet short and long-term goals.
- Tracking organizing work, including developing and monitoring reports on volunteer recruitment and leadership development.
- Meeting with partner organizations, selected officials, and agency staff to enhance our understanding of redistricting and identify opportunities for improvement.
- Collaborate with FCV's Communications team to create media opportunities and increase coverage of the program and campaigns.
- Participating in select fundraising meetings and events with FCV's Executive Director and other staff.

Skills and Experience:

- 1-3 years in grassroots community or labor organizing programs. Experience in programs that include volunteer outreach (canvassing, phone banking, house visits, etc.), training volunteers, monitoring goals, developing strategies and tactics, and forming alliances with other groups.
- Vision for best practices on training volunteers and developing local community leaders.
- Core understanding of how to plan and execute strategic campaigns.
- Ability to work both independently and part of a team.
- Excellent organizational and time management skills, including an ability to prioritize and effectively manage multiple tasks in a fast-paced work environment and an ability to be a creative problem-solver who is resourceful and resilient in challenging or new situations.

- Experience with VAN, EveryAction, Google Business Suite, and Google Sheets/Excel is highly preferred.
- Spanish/Haitian Kreyol/English bilingual is a skill we value, but it is not a requirement.
- Demonstrated awareness of one's own cultural identity, views about differences, and the ability to learn and build on varying cultural and community norms. An understanding of racial justice and the urgency of confronting institutional racism and inequity. Commitment to equity and inclusion as organizational practice and culture. Experience working across lines of race, immigration status, ethnicity, language, class, gender and other identities and experience.
- Ability to work frequent evenings and weekends to attend community events and lead meetings; occasional travel required (approximately 4-6 times/year). Position requires a valid Florida driver's license and reliable transportation.
- Must share our organizational commitment to centering racial justice and equity in 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.

This is a full-time, salaried position with benefits based in Miami, Florida.

Benefits:

FCV provides full-time staff with benefits including vacation and sick time, a health reimbursement arrangement that covers roughly 50% of insurance costs, and after two years of employment, a retirement savings plan.

Working Conditions:

The DFA Lead Organizer is an at-will, full-time position that will continue through December 2021. Ability to work some evenings with the possibility of travel. This position is grant-funded from September 7 to January 15 with a salary of \$13,000 or \$17/hr. The position is based in Miami, FL.

To Apply:

Send your resume and a cover letter explaining why you want to be the Lead Organizer with DFA Florida to laura@fcvoters.org. Please include "DFA Lead Organizer" in the subject line. Position open until filled.

FCV is an Equal Opportunity Employer Committed to a Diverse, Inclusive and Equitable Workplace.