



Codman Square Neighborhood Corporation (CSNDC) Lead Organizer

CSNDC seeks a self-motivated, experienced Lead Organizer to help build a base of resident leaders – an “Equity Army” - to advocate for economic and racial justice within the Codman Square/Four Corners/South Dorchester and beyond neighborhoods of Boston.

About CSNDC: We are a grassroots community organization committed to developing affordable housing and fighting for racial and economic justice by building community power, especially of low-and moderate-income communities of color in Dorchester. We achieve this by developing resident leadership, organizing in the community, promoting economic mobility services, and advocating for local energy, environmental and transportation justice. We build collective power to effect systemic change and transform community. CSNDC serves the primarily the Codman Square and the South Dorchester which houses over 50,000 residents, the majority of which are low-to-moderate income people of color. CSNDC has prioritized base-building, alongside aggressive expansion of its affordable housing development, as the two “North Stars” of a new strategic plan that places co-empowerment, collective action, and systemic transformation at its core.

About CORE: The Community Organizing & Resident Engagement (CORE) Dept. engages residents and develops leaders within our community who can identify community priorities, lead initiatives and actions, advocate for community needs with elected officials and policy makers. We empower leaders to use their voice and collective power to effect positive change, and hold CSNDC accountable to our stated mission, vision, and values.

About The Position: We currently have an opening for a lead organizer with considerable experience and knowledge leading campaigns, facilitating small groups on leadership development, developing relationships with community members and stakeholders. The lead organizer will support CSNDC’s efforts to build an equity army and implement advocacy campaigns on key issues related to racial equity, transit, housing access, and land use among other community and CSNDC-identified issues. This position is an exciting opportunity for the right individual to take the lead on issues by creating and implementing an outreach plan for base-building, host and attend trainings, community meetings and one-on-ones. The lead organizer will also conduct research to gain better understanding of issues and participate in city, state and civic engagement and leadership development activities as well as other duties as necessary. This position is currently operating on a hybrid remote/in-office schedule.

Responsibilities of the Role

- Responsible for the overall day-to-day community organizing, base building, networking, and resident mobilization within assigned neighborhood sectors.
- Assist Director of CORE in planning team building activities and in implementing the work to build, develop and deploy leaders in action-oriented work and campaigns.
- Track and document organizing campaigns
- Assist with hiring, training, and the supervision of volunteers as well as CORE staff in the absence of CORE Director
- Serve as a Liaison between CSNDC and external stakeholder groups
- Cultivate relationships with community residents from a variety of cultures and ethnicities, as well as build and/or strengthen relationships with partners, stakeholders, and CSNDC residents to bring about positive social change.
- Develop strategic neighborhood outreach plans and approaches; implement innovative ways to provide information and recruit residents for leadership development, advocacy campaigns, community cohesion activities and other initiatives.

- Support the development and implementation of issue-oriented campaigns that further CSNDC's long-term goals and objectives.
- Work with and in a leadership role with CORE staff to implement special project and initiatives, as well as track and report on project outcomes.
- Ensure accurate, timely reporting and data entry of activities, to identify progress toward meeting goals and objectives. Submit data and narratives for weekly, monthly, quarterly, and annual reports.
- Identify and develop resident leaders through organizing and implementing one-on-ones, and Resident Leadership Institute training series, resident & affinity group meetings, and other forms of resident engagement.
- Represent CSNDC as needed at collaborative, coalition, and community meetings. Represent CSNDC in work with a range of allied organizational partners and institutions.
- Other related duties.

Qualifications

- Excellent verbal, written, listening and organizational skills.
- Strong understanding of organizing/mobilizing principles with at least 3-5 years of community organizing or related experience.
- Demonstrated record of success in leadership development as well as formulation and implementation of organizing campaigns.
- 3-5 years supervisory experience
- Proven commitment to social justice, diversity, equity, and inclusion, with a demonstrated capacity to connect with individuals across racial, ethnic, cultural, religious, gender, sexual orientation, ability, and other identities.
- Ability to analyze, synthesize, and communicate on a variety of information sources that are useful to people with various learning styles, backgrounds, and life experiences.
- Availability to work some evenings, and periodic weekends.
- Good working knowledge of Office 365 Suite software programs
- Familiarity with working with databases and CRM.
- Bilingual in English and another language predominant in CSNDC's service area is preferred.

Compensation and Benefits

The base salary for this position is \$65,000 with room for negotiation; actual salary will reflect experience and qualifications. CSNDC offers a competitive benefits package.

How to apply

Email a resume, cover letter, and a list of three references to CSNDC's Director of CORE Marilyn Forman, marilyn@csndc.com with Lead Organizer in the subject line. CSNDC is an equal opportunity employer committed to building a diverse staff. Candidates of color, LGBTQ individuals, people with disabilities, members of ethnic minorities, foreign-born residents, and veterans are encouraged to apply. No phone calls please.