Codman Square Neighborhood Development Corporation (CSNDC)

Community Organizer (Youth, Housing Justice & Resident Leadership)

CSNDC seeks a self-motivated, experienced Community Organizer to help build a strong base of youth and resident leaders through relationship-building, leadership development, and community organizing. This role will support young people and residents to shape campaigns and collective action that strengthen community power, advance housing justice and anti-displacement efforts, and promote racial and economic justice across Codman Square, Four Corners, and South Dorchester.

About CSNDC

We are a grassroots community organization committed to developing affordable housing and advancing racial and economic justice by building community power, especially among low- and moderate-income communities of color in Dorchester. Through youth and resident leadership development, community organizing, economic mobility services, and advocacy for housing, transit, and environmental justice, we work alongside community members to build the collective power needed to create lasting neighborhood change.

CSNDC serves over 50,000 residents in Codman Square and South Dorchester, with a strategic focus on base-building, leadership development, and intergenerational organizing as core strategies for achieving co-empowerment and long-term community transformation.

About CORE

The Community Organizing & Resident Engagement (CORE) Department develops youth and resident leaders who can identify priorities, lead campaigns, advocate for policy change, and hold institutions accountable. CORE creates pathways for residents of CSNDC properties, surrounding neighborhoods, and young people in the community to step into civic leadership, especially around housing stability, anti-displacement, youth empowerment, and neighborhood power-building.

About the Position

The Community Organizer will play a key role in building a pipeline of youth and resident leaders while advancing campaigns focused on housing justice, anti-displacement, youth engagement, and community stability. This role centers relationship-building, leadership development, and organizing, with particular attention to connecting residents from assigned properties and young people across the neighborhood to broader campaigns, advocacy efforts, and collective action. The organizer will conduct outreach, facilitate resident meetings at assigned properties, support youth and resident leadership development, and help move advocacy initiatives that engage community members in organizing work within and beyond their immediate property or program. This position operates on a hybrid remote/in-office schedule.

Responsibilities

• Lead day-to-day organizing, outreach, base-building, and mobilization, with a focus on youth leadership, housing justice, and anti-displacement.

• Build and sustain authentic relationships with residents, young people, tenant leaders, and community partners to grow leadership, strengthen advocacy skills, and support collective action.

• Conduct regular resident meetings at assigned properties to identify priorities, deepen tenant engagement, and connect residents to broader neighborhood organizing and advocacy efforts.

• Recruit, train, and develop youth and resident leaders through one-on-ones, leadership cohorts, issue-based committees, workshops, and campaign work.

• Support and lead campaigns related to affordable housing preservation, tenant protections, anti-displacement strategies, youth priorities, and neighborhood stabilization.

• Engage residents in organizing work beyond their own property and engage young people in community campaigns that build shared power across issues and generations.

• Facilitate workshops, trainings, and civic engagement opportunities that build skills in organizing, public speaking, tenant advocacy, youth leadership, and campaign strategy.

• Collaborate with property management, resident services staff, youth program staff, schools, and external partners to align community concerns with broader organizing goals while maintaining trust and accountability.

• Track engagement, participation, and outcomes related to youth and resident organizing, leadership development, and anti-displacement campaigns; contribute to reports and evaluation.

• Represent CSNDC in coalitions, community meetings, schools, and advocacy spaces, uplifting youth and resident priorities and leadership.

• Other related duties as needed.

Qualifications

• Excellent verbal, written, and organizational skills.

• At least 2–3 years of experience in community organizing, youth organizing, tenant organizing, housing advocacy, resident engagement, or related fields.

• Strong understanding of organizing principles, with experience engaging youth, residents, and/or tenants in leadership development, housing justice, or advocacy work.

• Demonstrated success in youth and resident leadership development and in implementing organizing or advocacy campaigns related to housing, neighborhood stability, or community power-building.

• Passion for social justice and a deep commitment to racial equity, with the ability to connect across diverse identities and lived experiences.

• Experience designing and facilitating youth programs, resident meetings, workshops, or community education opportunities is highly desirable.

• Ability to communicate complex issues in accessible, engaging ways for diverse audiences, especially young people.

• Flexibility in work schedule, including evenings and occasional weekends to support youth programming and community events.

• Proficiency in Microsoft Office 365 (Word, Excel, Outlook) and familiarity with databases/CRM systems.

• Haitian Creole, Spanish language are a plus.

Compensation and Benefits

The base salary for this position is $60K-65K. Actual salary will reflect experience and qualifications. CSNDC offers a competitive benefits package.

How to Apply

Please email a resume, cover letter, and a list of three references to: jobs@csndc.com. We are accepting applications until **Monday, November 30, 2026**.

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.