



Banana Kelly Community Improvement Association, Inc
Lead Organizer

Job Title: Lead Organizer

Banana Kelly is a non-profit community development corporation located in the South Bronx. Our mission is to contribute to a revitalized, safe and economically vibrant South Bronx through the development and management of affordable housing and the provision of targeted human services. We empower residents through supportive services and vocational, educational, and cultural programs that assist in the retention of affordable housing accommodations and foster self-sufficiency and collective capacity through self-help, mutual aid and cooperation, community organizing and advocacy.

Banana Kelly seeks an experienced professional to serve as our Lead Organizer. The Lead Organizer works closely with the Director of Policy, Advocacy and Member Development, to build and manage strategic grassroots organizing campaigns, expand membership, and design and implement leadership development programs for members. The Lead Organizer will also be directly responsible for day to day supervision of a staff of organizers working on housing, health and community ownership campaigns, building and sustaining partnerships and coalitions, and implementing data systems to increase efficiency and capacity. The Lead Organizer will report to the President & CEO

Responsibilities

- Supervising housing and health organizers, interns and support staff including on annual, quarterly and weekly work plans, daily and weekly debriefs and check-ins, overall skills development, and team coordination
- Coordinate weekly staff meetings and regular training opportunities for organizers
- Provide direct and indirect support to organizers in base-building activities including, but not limited to door knocking, conducting one-on-ones, phone banking, surveying, distributing fliers, and research for campaign strategy
- Conduct trainings and support overall leadership development activities for members
- Ensure that organizing team is facilitating the turnout of members for demonstrations and meetings
- Support strategy and development of four main campaign areas including the Resident Council, membership development, Stabilizing NYC, the Healthy Initiative, and Southern Boulevard
- Develop and cultivate strategic relationships, partnerships and technology to build base and expand impact

- Work with organizing and executive staff to coordinate communications with media regarding campaigns
- Work with staff and residents to grow Resident Council, implementing a structure for annual meetings and elections to the Board of Directors
- Establish and develop strategic partnerships with other departments at Banana Kelly, including Property Management and Case Management
- Participate in organizational data and mission integration work
- Play a lead role in ensuring deliverables are met and accurately documented in a timely manner
- Produce and organize documentation for reports to funders and members
- Assist in implementing Powerbase software to track and grow membership and leadership development work
- Manage and report all contract deliverables in coordination with the Director of Public Advocacy and Member Development

Requirements

- Minimum of a Bachelor's degree in Urban Affairs or Community Development; Master's in these or related fields is preferred. Equivalent experience will be considered for seasoned organizers with proven track record.
- Highly motivated individual with a passion for engaging communities, a demonstrated self-starter with creative vision and excellent follow-through
- 4-6 years organizing experience, including at least 1-2 years of experience in supervisory position
- Ability to work evenings and some weekends
- Strong commitment to building leadership in Bronx residents, and who exhibits a high level of respect for community residents
- Ability to work in diverse communities with people from various backgrounds
- Ability to perform in challenging situations
- Demonstrated commitment to a community organizing model of change
- Spanish/English bilingual preferred
- Knowledge of PowerBase and Excel
- Strong relational skills and ability to connect, engage, and inspire community members
- Strong and effective communicator; attentive listener who is able to ask open-ended questions as well as make clear and specific requests; competent writing skills
- Ability to work with members to make connections between individual experiences and collective, systemic and structural forces

- Desired Attributes: Commitment to racial and economic equity and justice, generous spirit, curious mind, friendly yet fierce, experience living through challenging circumstances, heart for the people, engaging, humble.

How to Apply: Please send the following three (3) items to Russell Cheek at rcheek@bkciianyc.org, with the subject line “Lead Organizer Application”

1. An electronic file of your resume in either .doc(x) or .pdf format
2. A cover letter (outlining your qualifications for this position)
3. Three current references

Banana Kelly Community Improvement Association, Inc. is an equal opportunity employer.

