



Job Title: CLT Community Organizer
Reports To: Program Director
FLSA Status: Full-Time/Non Exempt
Start Date: ASAP

Who We Are:

WE STAY/Nos Quedamos, Inc (WS/NQ). is a South Bronx-based CDC committed to our collective self-determination. Our sustainable development work creates the conditions that maintain our health and culture. Our work engages, empowers, and transforms marginalized communities to remain and thrive. Our vision is one of acceptance and respect, We Stay, We Welcome, We Build. Our goal is to develop an economically productive, sustainable, and a healthy community. This vision is one that respects, supports and involves the existing community in the formulation of plans and policies that address the issues of housing, open space, community renewal and its sustainability.

Position Summary: Community Land Trusts works to advance community leadership, shared wealth, and collective governance over community land to create long-term sustainability, responsible planning, equitable development, and land stewardship that prevents displacement and restricts gentrification. WS/NQ's Organizer will be responsible for working on the establishment and the implementation of The South Bronx Land and Community Resource Trust with NQ Board, Staff and Community.

WS/NQ takes pride in hiring staff who share our values & characteristics.

These include:

- Commitment to WS/NQ mission and vision and passionate about issues of social, racial, economic and environmental justice.
- Collaborative work style and demonstrated ability to work as part of a team and with people from a variety of different backgrounds.
- A belief in grassroots organizing as a method of building power to address systemic inequality and injustice.

The impact you'll make:

- Develops leadership to build capacity of committee members and leaders by creating/ facilitating training/workshops such as CLT 101 Trainings, CLT organizing, and community change. *
- Runs campaigns related to CLT including the public land campaign as well as coordinate around the passing legislation. *
- Organizes direct action events that engages residents to win campaigns that create concrete changes in people's lives. *
- Ensures that the organization takes a leadership role in necessary strategy conversations and decision-making. *

The strongest candidate will have:

- Ability to think strategically and creatively to solve problems.
- A high degree of professionalism and professional maturity
- Bachelor's degree (B. A. / B. S.) from four-year College or university; at least two years related experience and/or training; or equivalent combination of education and experience
- Fully bilingual (English and Spanish) Ability to read, analyze, interpret, write.
- Experience with multiple methods to organize with a community such as virtual and in person
- Must be a proven entrepreneurial self-starter who can work independently and in a collaborative team setting
- Willingness to work non-traditional hours, including weekends and occasional travel
- Strong knowledge of issue area and political campaign strategies, planning and execution
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- Demonstrated success in organizing communities on issue campaigns through activities like list building, phone banking and canvassing, committee creation and support
- At least one year community organizing experience with a community land trust or community development organization or other membership-based organization
- Understanding of how to navigate NYC HPD agency and housing development ecosystem a plus
- Excellent written/oral communications skills and comfortable giving public presentations
- Experience with coalition coordination is preferred but not a must

Duties and Responsibilities.

- WS/NQ 's Organizer is responsible for working on the establishment and the implementation of The South Bronx Land and Community Resource Trust
- Connect NQ board members, staff and steering committee members with capacity building opportunities
- Represent NQ CLT in the New York City Community Land Trust Initiative (NYCCLI) coalition (NQ is a coordinating committee member)
- Engages new members to participate in the organizations' CLT programs and services through community presentations, public forums, and awareness campaigns.*
- Performs research of local political, social and economic issues*
- Identify new CLT development opportunities and funding sources
- Speaks at hearings, on panels, at press conferences, and in other public forums relevant to campaigns to support and advocate for CLT initiatives/policies*
- Assists in coordinating and providing technical assistance to resident committees*
- Coordinates community educational events like small group meetings and public forums to provide and gather information about relevant community issues and topics*
- Creates and maintains community database/records of local stakeholders such as WS/NQ residents to build a base and actively engage them in CLT efforts*
- Attends forums, workshops, informational sessions and meetings on related initiatives/activities*

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Compensation:

Salary range \$45,000 to \$50,000 annually based on experience. Plus, Benefits (Medical, Dental and Vision, Retirement Plan, Generous Vacation, Holidays, Flexible Spending Accounts and more)

This position is based in Bronx, NYC. We Stay/Nos Quedamos is currently operating remotely; however, we will be moving toward a hybrid remote/in-office work schedule. Applicants will need to be available to work from We Stay/Nos Quedamos office in Melrose, South Bronx on the designated days to be determined. We will continue to assess work models and may adjust based on employee safety, impact, and satisfaction.

To apply: send a resume, cover letter, writing sample, and three references to HR@nosquedamos.org. We regret that we will be unable to respond to each applicant. We will only contact candidates being considered for interviews. No phone calls please. Applications will be accepted until the position is filled.



We Stay/Nos Quedamos (WS/NQ) is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, protected veteran status, or any other basis protected by applicable law, and will not be discriminated against on the basis of disability. We are looking for the most passionate people who want to join our team. Women, people of color, and LGBTQ+ candidates are strongly encouraged to apply.