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**Job Description  
Community Organizer  
May 2017**

**Reports to:** NLMH's Executive Director / Lead Organizer  
**Type of position:** Full time, 40 hours  
**Compensation:** \$40,000 - \$45,000 and benefits including health insurance

**Mission & Purpose:**

Based in Poughkeepsie, NY, Nobody Leaves Mid-Hudson (NLMH) is a grassroots community organization building the power of working class people and people of color to strengthen social movements, end all forms of oppression, and realize a world that puts people before profit. Formed in 2012, NLMH uses direct action, advocacy, and research/policy work to win concrete victories for its members, achieve policy change, and change systems of power.

Rather than permanently tie itself to particular issues, NLMH organizes around the issues most strategic for building power in the shifting context of the Hudson Valley. NLMH is currently fighting for educational justice in the Poughkeepsie school system, fighting for energy justice locally and statewide, and building the Hudson Valley Hate Free Zone as a network resisting post-election attacks on oppressed communities.

**Position Description:**

We are seeking a community organizer who has the passion and skills to maintain and grow the organization's base quantitatively (overall numbers) and qualitatively (organizing skills, political analysis, leadership) and to plan and execute campaigns to win material victories for that base.

The organizer will be closely supervised by a lead organizer or by the executive director.

The organizer must have the commitment and energy to advance base-building in a difficult context. NLMH is a young organization with a rapidly developing and changing organizational structure, set of campaigns, and group of members and allies. The Hudson Valley does not have as many movement organizations as major cities.

**Responsibilities:**

- Grow the base and develop member-leadership through a variety of methods—including door-to-door outreach; 121s; skills and political education trainings; and supporting members in leading meetings, actions, and campaigns.
- Organize, do outreach for, and facilitate member meetings.

- Develop relationships with member-leaders and organizational allies.
- Identify, develop, and implement campaigns under the direction of supervisor.
- Work closely with organizational allies to develop campaigns and members.
- Encourage the use of direct action, as appropriate, to advance campaigns.
- Attend, participate in, and help facilitate regularly scheduled team meetings.
- Meet with supervisor on a regular basis.
- Participate in fundraising and grant preparation activities as required.
- Take on additional and changing responsibilities in a shifting context.

**Experiences and Skill Requirements:**

- 1+ years of experience in community or labor organizing.
- Demonstrated commitment to a member-led model of grassroots organizing.
- Experience in planning and leading meetings, direct actions, and campaigns.
- Strong relational skills.
- Ability to facilitate member meetings and political education; comfort being at the front of the room and as a public speaker.
- Ability to give and receive criticism and contribute to an anti-oppressive organizational culture that aims for both support and accountability.
- Ability to meet people where they're at— be available at the times and in the places that work for our members and our organizational allies and their members.
- Flexibility to work independently, as a part of a team, and/or with close supervision.
- Consistency in bringing a problem-solving orientation and creativity to shifting challenges and responsibilities.
- Commitment to leaning into discomfort and seeing/using challenges as opportunities for growth.
- Good verbal and written communication skills.
- Ability to use common word processing programs and familiarity using databases.
- Must be able to work evenings and weekends as needed.
- Bilingual in Spanish a plus.

People of color, gender oppressed people, working class people, LGBTQ people, immigrants, and all others directly impacted by oppression encouraged to apply.

The deadline for applying is June 23<sup>rd</sup>, 2017. Those interested in applying after this date should first contact the organization.

**Please send a cover letter, resume, and three professional references with emails and phone numbers to [info@nobodyleavesmidhudson.org](mailto:info@nobodyleavesmidhudson.org) and put “Community Organizer position” in the subject line.**