



**Job Description
Lead Organizer
May 2017**

Reports to: NLMH's Executive Director
Type of position: Full time, 40 hours
Compensation: \$50,000 - \$65,000, based on experience and skills. Higher requests from exceptional candidates may be considered. 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 lead organizer who has the experience and skills to own the organization's base-building efforts. The lead organizer must both be willing to directly base-build themselves and to manage an entry-level organizer's work (and possibly multiple organizers' work in the future). The lead organizer may be asked to play a lead role in hiring one or more entry-level organizers over time and to otherwise support the executive director's work and organization's work as a whole.

The lead organizer must have the commitment and energy to own 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.

The lead organizer must be excited to take on autonomy and responsibilities for base-building work. The lead organizer will be able to use their vision, strategy, and creativity to heavily shape short- and long-term base-building and campaign strategy.

Responsibilities:

- Direct base-building and/or managing one or more entry-level organizers' base-building work, depending on staffing levels and experience.
- Develop the skills of other staff and members through a variety of methods—including trainings and support in leading meetings, actions, and campaigns.
- Grow the base and its impact by organizing, doing outreach for, and facilitating member meetings; identifying, developing, and implementing campaigns; and planning and leading direct actions.
- Develop relationships with member-leaders and organizational allies; work closely with organizational allies to develop campaigns and members.
- Attend, participate in, and help facilitate regularly scheduled team meetings.
- Effectively supervise community organizer/s to support their growth and high performance.
- Participate in fundraising and grant preparation activities as required.
- Support the executive director and overall organizational work as needed—including through criticism, a problem-solving orientation and suggestions for changes, and collaborative work to advance the organization's impact and mission.
- Take on additional and changing responsibilities in a shifting context.

Experiences and Skill Requirements:

- 3+ years of experience in community or labor organizing.
- 1+ years of experience managing and supervising other staff.
- Demonstrated commitment to a member-led model of grassroots organizing.
- Strong ability to both “manage up” and “manage down” and to provide support and accountability.
- Strong ability to plan and lead organizational campaigns, strategy, tactics (including direct actions), base outreach, and member and staff meetings.
- Strong ability to give and receive criticism and contribute to an anti-oppressive organizational culture.
- Strong ability to work independently and as part of a team.
- Strong verbal and written communication skills.
- Strong ability to use word processing programs and familiarity using databases.
- 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 23rd, 2017. Those interested in applying after this date should first contact the organization.

Please send a cover letter, resume, any salary requirements, and three professional references with emails and phone numbers to info@nobodyleavesmidhudson.org and put “Lead Organizer position” in the subject line.