



**POSITION:** Senior Organizing Director  
**REPORTING TO:** Executive Director  
**REMUNERATION:** USD 85 000.00 – USD 100 000.00  
**LOCATION:** United States of America  
**START DATE:** ASAP



## Background

The Climate Organizing Hub is a new formation that is looking to be an action center to run campaigns against the fossil fuel industry by partnering with frontline community groups and individual activists. Our work is rooted in the belief that those most impacted by the effects of climate change need to be centered in the fight, and that the most meaningful way to stop the devastating impacts of climate change is to dismantle the fossil fuel industry. We believe there are millions ready to be mobilized against the industry, in diverse communities. To spur desperately needed local, state, and national climate action, the Hub is working to fund and facilitate *new groupings of like-minded national networks, state-based climate and community organizing groups, and other interested organizations, while also engaging a base of individuals.*

## Context

The Climate Organizing Hub seeks a full-time senior organizing director to support our climate campaigns against the fossil fuel industry.

The ideal candidate is an experienced and innovative organizer with knowledge of grassroots organizing and coalitional spaces. They will understand the intersection of climate change and racial and economic inequality and of the urgency of issues facing BIPOC communities. They will be committed to getting results and winning victories while working in a fast-paced environment. This position is an excellent position for candidates interested in challenging the fossil fuel industry and organizing with partners across the country.

## Job Responsibilities and Duties:

- Develop and lead strategic campaigns and initiatives to dismantle the fossil fuel industry in partnership with grassroots organizations and activists.
- Collaborate with the executive director and other senior staff to set organizational goals and priorities related to organizing and campaigning against the fossil fuel industry.
- Work with the digital team to develop and implement online and offline organizing strategies to mobilize and engage a mass base of grassroots activists in the fight against the fossil fuel industry.
- Build and maintain strong relationships with coalition partners and community groups to advance shared goals and coordinate joint actions.
- Develop and manage budgets and fundraising efforts to support organizing and campaigning efforts, in partnership with the development team.

- Represent the organization in various external campaign spaces and serve as a strategic campaigner to drive the organizational strategy.
- Provide supervision, mentorship, and coaching to grassroots organizing staff and interns to support their professional growth and development.
- Develop and implement evaluation and assessment mechanisms to measure the impact of organizing and campaigning efforts and adjust strategies accordingly.
- Stay up to date on developments in grassroots organizing, climate justice, and related fields, and incorporate new knowledge and best practices into the organization's work.
- Serve as a public spokesperson for the organization and its campaigns as needed, including speaking at rallies, media events, and other public appearances.
- Coordinate with the communications and digital teams to ensure that messaging and communications are aligned with campaign goals and priorities.
- Conduct outreach and engagement activities with diverse communities to build support for the organization's work and ensure that campaigns are inclusive and equitable.
- Stay up to date on relevant policy developments, industry trends, and public opinion to inform campaign strategy and tactics.
- Provide regular updates on campaign progress to the executive director and other relevant stakeholders.
- Foster a positive and collaborative team culture that emphasizes learning, growth, and continuous improvement.

#### **Qualifications:**

- We're seeking a highly motivated candidate who has a proven track record of achieving results, and is passionate about climate, social and economic justice.
- Minimum of 5 years of experience in grassroots organizing and strategic campaigning, with a demonstrated ability to design and implement successful campaigns that achieve measurable impact.
- Expert knowledge of grassroots organizing, coalition building and mobilization, with direct action experience.
- Bilingual (Spanish/English) is strongly preferred, with excellent written and verbal communication skills in both languages.
- Ability to manage and mentor a team of organizers and campaign staff, including creating work plans, setting goals, and providing feedback and support to achieve desired outcomes.
- Excellent ability to analyze complex information and present it in a clear, concise and compelling manner to diverse audiences, including writing messaging documents for use among grassroots activists.
- Proven ability to work collaboratively on a diverse team, with excellent interpersonal skills and ability to build relationships with a range of stakeholders.
- Strong understanding of legislative policies and procedures relevant to campaigns, including knowledge of federal and state regulations and processes for public participation.
- Demonstrated ability to write and execute a strategic campaign plan, with experience in developing and implementing campaign strategies that lead to successful outcomes.
- Experience working under pressure in a fast-paced, ever-changing environment, with strong time management skills and ability to prioritize and manage multiple tasks and projects effectively.

#### **Compensation Package:**

- Salary range: \$85,000- \$100,000 commensurate with experience
- Paid vacation, personal time, holidays, and sick time
- 100% Employer Paid Health, Dental and Vision insurance.
- Work cell phone
- 401k with 3% match

#### **How to apply**

Interested applicants should submit the following by e-mail to [poveshnee@ngorecruit.com](mailto:poveshnee@ngorecruit.com) quoting reference number **COD001**:

- A CV in word or PDF format (please include 3 references)
- A 1-page cover letter outlining how your skills and experience align with Climate Organizing Hub's mission and the unique qualities you will bring to this role.

Application Deadline: **2 June 2023**

Interested applicants are encouraged to **apply ASAP**. Only shortlisted candidates will be contacted.

For more information about Climate Organizing Hub, visit their [Website](#) and [LinkedIn](#) account.