

MA Community Organizer

Job Description

Who We Are

Founded in 2022, the Partners In Democracy Group (PID) is a pair of nonpartisan nonprofit organizations (a 501c4 and a 501c3) committed to building a healthier democracy that delivers for everyday people.

At PID, we are building a cross-ideological, multiracial, and cross-sector movement to 1) renovate our political institutions and civic infrastructure so people have the tools they need to be responsible and effective citizens — and politicians have the incentives they need to deliver responsive and accountable representation and 2) heal our civic culture by reconnecting people to their civic experience, power, and responsibility.

For more information, visit the Partners In Democracy website, partnersindemocracy.us.

The Role

Partners In Democracy seeks a passionate democracy renovator to join its community organizing team in Massachusetts. The Community Organizer will report to the MA Organizing Director and work within the PID Massachusetts team.

With close support from the Organizing Director, the Community Organizer will be responsible for growing and shepherding PID's volunteer network in a specific region or set of cities within Massachusetts. The Community Organizer's goal will be to contribute to a broad-based, multi-racial, and cross-ideological movement in Massachusetts – and to ensure the members of that movement are equipped with the skills needed to achieve PID's advocacy goals.

What You'll Do:

- **BUILD** PID's democracy renovation movement in one part of the state:

- Become an expert on the political and community dynamics within the region or set of cities you are assigned.
- Recruit and onboard volunteers into PID's community-building and democracy renovation efforts by connecting democracy renovation to their lived needs and experiences in the community.
- Lead community conversations, deliberations, and informational sessions for people who want to learn more about PID, democracy renovation, and how to get involved.
- **ORGANIZE** the movement you build around PID's advocacy aims:
 - Motivate the volunteer base you build around PID's advocacy strategy.
 - Guide your volunteers through PID's full set of volunteer engagement & learning opportunities so that they are fully bought-in to PID's vision and equipped to advocate for democracy renovation.
 - Identify super volunteers who can lead their own advocacy activities & multiply our efforts.
 - Shepherd your volunteer network to participate in the activities necessary to achieve those goals, like legislator meetings, stand-outs, testimony campaigns, and candidate trainings.
- **CONTRIBUTE** to the strategic planning of the whole MA team:
 - Participate in team meetings to plan out forward strategy and advocacy activities.
 - Report back to the team on the growth and progress of your volunteer base in your section of the state.
 - Contribute to recalibration of community organizing goals based on your progress on an ongoing basis.

Keys to Success

All successful candidates for roles with Partners In Democracy will possess the following:

- Strong familiarity with and commitment to Inclusion and Belonging principles, or openness to learn and adopt these principles

- Commitment to lifting up the perspectives and priorities of the communities we aim to reach
- Keen awareness of how systems and processes can be built and revised to advance equity
- Openness to feedback and understanding that good ideas can come from anyone

Successful candidates for the MA Community Organizer role will also possess the following:

- Experience facilitating complex discussions in diverse groups, or an excitement to learn this vital skill;
- Strong interpersonal and written communication skills;
- Intrinsic motivation to build community and expand the circle of democracy renovators in Massachusetts;
- Ability to work independently on your segments of the work while learning together with team members and contributing to a broader team vision;
- Connection to a region or set of cities within Massachusetts is preferred, though not required, for success in this role.
- Bilingual proficiency is preferred, especially in Spanish, Haitian Creole, Portuguese, Hmong, or Mandarin Chinese.
- Ability to handle complex and confidential information with discretion;
- Competency using a variety of computer programs, including volunteer databases.

If you believe that you qualify for at least 70% of this job description we encourage you to apply. We know that imposter syndrome and the confidence gap can prevent strong candidates from applying to a job unless they see themselves as a 100% fit. We would love to hear from you.

Important Details

- **Hours:** Full-time, 40 hours per week
- **Location:** Remote, with required frequent travel within Massachusetts and required occasional travel outside Massachusetts.
 - Note: Although we are working remotely for the time being, this role *must* be based in Massachusetts, and it necessarily involves frequent travel within Massachusetts.

- **Compensation:** \$67,535 salary, plus competitive benefits

This role is subject to a background check to the extent permitted by law.

EEO Statement

Our team is committed to equal employment opportunity (EEO). We will not discriminate against team members or applicants for employment on any legally-recognized basis ["protected class"] including, but not limited to: race; color; religion; genetic information; national origin; sex; pregnancy, childbirth, or related medical conditions; sexual orientation, gender identity and/or expression, age; disability; citizenship status; uniform service member status; or any other protected class under federal, state, or local law.

To apply

Please submit your resume and a statement of intent explaining why you are interested in the work of Partners In Democracy and in this role via our [application form](#). We will accept and review applications on a rolling basis until the role is filled.