



Community Organizer — Worcester, Massachusetts

Part-time, 14-month long position. Position reports directly to Utile. Applications due March 14.

About Worcester Now | Next

The City of Worcester is beginning a citywide planning process called Worcester Now | Next. The plan will envision the future of housing, land use, environmental issues, transportation, and economic development throughout Worcester.

We're hiring a part-time Community Organizer

In order to implement principles of equity, social justice, and feedback rooted in community input during the Now | Next Citywide Plan process, the city's planning consultant, [Utile](#), is seeking applicants for a part-time Community Organizer.

Who we're looking for

The ideal candidate will have strong organizational skills, deep experience in the neighborhoods and with the residents of Worcester, an ability to bring people together towards common goals, and share a love for Worcester. Other preferred qualifications include:

- At least two years of prior community, advocacy, or electoral organizing;
- Commitment to equitable engagement practices, including experience conducting one-on-ones, facilitating large group discussions, and the ability to navigate complicated policy issues in a direct manner for community benefit;
- Prior experience organizing on the neighborhood level within Worcester highly preferred, specifically within communities of color or non-english speaking communities;
- Existing knowledge of Worcester neighborhoods, touchpoints of community assets and barriers, and ongoing community organizing and policy priorities;
- Fluency in Spanish and English (Proficiency in other common Worcester-area languages is beneficial - e.g. Portuguese, Vietnamese, Ghanaian languages);
- Strong oral and written communication skills including competence with phone calls, public speaking and facilitation of group conversations;
- Comfort working in virtual/remote, hybrid and in-person settings; and
- A valid driver's license and insured vehicle.

Responsibilities

The Community Organizer will support the planning team in making the Now | Next planning process as impactful as possible. To do this, the organizer will be responsible for:

- Generating interest among general and specific local audiences
- Building a key network list and engaging in one-on-one meetings with community leaders and residents: these will likely be in-person, on the phone, and using video calls
- Building teams of volunteers when needed
- Finding meeting venues and co-leading the coordination of meeting logistics such as procurement of food, childcare, translation, audiovisual technology needs, and directing installation of relevant signage and set-up of the space.
- Supporting project communications such as newsletters, press releases, special articles, and multimedia
- Adherence to and tracking of weekly/monthly metrics to report on engagement
- Providing feedback on the Utile team's synthesis of community input



Timeline and compensation

- Duration of Commitment: This is a 14-month long, part-time role that will begin March 28, 2022 and end May 31, 2023.
- Anticipated Workflow: This project will require an average of 10-15 hours per week, but fluctuate between 5-20 hours per week over the course of the entire project. The planning team and organizer will establish a logical workplan that fits the needs of the project and the organizer at the outset of the project.
- Anticipated Total Compensation: Total compensation for the role is not to exceed \$40,750, and will be paid on a monthly basis.
- While this position is designed for a single individual, the planning team is open to a co-leadership model that allows for two individuals to split responsibilities. This would allow for applicants who would prefer to join the team on a more part-time basis. Please indicate your assumed availability in your cover letter.

How to apply

1. Please [click here](#) to learn more about Utile, the project, and the position.
2. When ready to apply, upload a resume and cover letter [here](#). In the cover letter, please describe any relevant advocacy, electoral, or institutional community organizing experience and lessons learned as it pertains to equitable engagement practices. Any direct experience working within Worcester communities will be noted.
3. Applications are due March 14.