



Senior Coalition Organizer

Front and Centered is a statewide, community of color coalition working to achieve environmental justice by asserting policy solutions that center equity. Our members are the leadership of communities first and worst hit by environmental and climate impacts – communities of color and indigenous communities. Together, we are working to build the power and capacity of a statewide movement for racial, economic, and environmental justice. We do this by growing our member's leadership and power to change laws, reverse destruction of the environment and our communities, rebalance the economy and political power, and build up healthy communities

We envision a future where our communities and the earth are healed and thriving, our people have dignified work and the building blocks of opportunity and prosperity, and our government values, respects, and represents us. We are working for sovereignty, resilience, and self-sufficiency for our communities so that future generations can thrive. We strive to make racial inequities on all issues a thing of the past, and to ensure that people of color and indigenous people are at the forefront of building equitable, democratic systems and policies that work for their communities.

We believe that fundamental changes are required to achieve environmental justice and healthy, thriving, equitable futures for communities of color and indigenous communities in Washington State. We believe that sustainable, meaningful solutions to environmental and climate issues threatening everyone in Washington State cannot be created without maximizing the wisdom of indigenous communities and communities of color. We believe that our future depends on solutions created by communities who have been historically marginalized and most impacted by environmental and climate hazards.

Front and Centered seeks an experienced organizer to complete the following scope of work:

- Execute and manage statewide organizing strategy to support collaboration and greater engagement, action and momentum across the state for environmental justice, which in 2018 include engaging community based organizations:
 - In areas with toxic sites and areas where people of color are prevalent
 - On climate justice strategies, including clean energy policies and project opportunities
 - On clean water issues
 - On our legislative agenda
- Work with the direction of programmatic leads to develop strategies for engaging communities of color in key parts of Washington state, and build the membership of Front & Centered to increase the overall participation and level of action toward forwarding the shared priorities of the coalition

Responsibilities:

- Grow, organize and convene Front and Centered Members
- Meet with member groups and prospective member groups to identify ways that they want to get involved and understand and communicate their priorities to the policy leads and steering committee.
- Engage and inform Front and Centered members through regular communication channels as most appropriate to participate in Front and Centered campaigns, programs, workgroups, etc.

- Identify needs of community based organizations to engage in the collective work.
- Provide support to leads on programmatic needs for membership engagement
- Ensure there is clear, transparent communication, that builds trust and accountability toward the interests of Front and Centered groups and communities most impacted.
- Develop and manage assessment methods to evaluate progress and report outcomes to share with members, funders as well as to inform and shape future efforts.
- Continually assess and leverage our capacity to engage people of color in collective action toward Front & Centered policy priorities and campaigns.
- Lead implementation and administration of our work plan in the Public Participation Grant on engaging toxic communities.
- Communicate and collaborate with external stakeholders, such as organizers from allied organizations; promote the Front and Centered agenda through management of our social media accounts and newsletters, leveraging best practices in digital organizing.
- Create and manage systems to track engagement, progress and outcomes, and report progress
- Other tasks as assigned

Required Skills and Qualifications

- Minimum 4 years full time experience in community organizing
- Experience working in diverse communities, including with people of color and indigenous peoples as well as disenfranchised communities.
- Experience working in coalition or on shared campaigns
- Experience managing a community organizing effort from conception through implementation

Desired Skills and Qualifications

- Self-directed, motivated and eager to engage community leaders
- Experience in organizing across geographies and communities, statewide
- Experience using digital organizing techniques leveraging social media
- Communication skills in English and an additional language prevalent in Washington State or demonstrated experience working with multilingual communities
- Team player capable of working both collaboratively and independently
- Highly organized and resourceful with a strong attention to detail and ability to problem solve
- Deep knowledge and passion for social movements, environmental justice and racial justice
- Ability to travel statewide, meetings on weekends and evenings, to meet with community leaders

Anticipated to be full time, flexible work schedule and location, competitive compensation anticipated at \$55,000 to \$70,000 annually depending on experience. This position may be staff or an independent contractor and report to the program leads. Terms to be discussed with the applicant. We are an equal opportunity employer and strongly encourage people of color, women, and LGBTQ individuals to apply. Front and Centered is fiscally sponsored for this work through the Latino Community Fund.

Interested individuals should send an email to coordinators@frontandcentered.org with a subject line, "Front and Centered Senior Coalition Organizer" and attach a letter of interest and resume. Interviews will be scheduled with qualified candidates on a rolling basis. Position will remain open until filled.