

Community Organizer, Mid-Hudson Valley (Jobs & Housing)

Listed: June 15th, 2016

Organization Description:

[Community Voices Heard](#) (CVH) is a member-led multi-racial organization, principally women of color and low-income families in New York State that builds power to secure social, economic and racial justice for all. Founded in 1994 by welfare recipients in New York City working to fight unjust welfare policies, we have since expanded our organization to include working on multiple issues in three additional counties in the Hudson Valley. Our long-term vision is to build statewide power to win important political and policy objectives at the state level. Our core organizing buckets include fighting for: a just social safety net; good jobs and access to them; truly affordable housing, including public housing; sustainable & resilient communities; and a participatory democracy. We have a strong political program that is run by our affiliated 501c4 organization, CVH Power. CVH is building out based on a comprehensive strategic plan that our leadership developed and that points to strengthening our commitment to building a large base of low-income members and leaders working together to win concrete campaign victories at the local, state and federal level.

Job Description:

CVH is seeking an experienced organizer who wants to play a central role in building and strengthening CVH's Mid-Hudson Valley work, with a focus on Orange and/ or Dutchess County. We seek a professional organizer who will be focused on the building of a relational culture featuring base-building, leadership development, and campaign work. We are seeking an experienced organizer who wants to play a critical role in taking CVH to a new level of power and influence in the Mid-Hudson Valley.

Some of our wins so far include re-targeting millions of Community Development Block Grant funds to low-income priorities, setting up a landlord registry in Newburgh to assist with tracking code violations, passing a Foreclosure Bond Ordinance in Poughkeepsie (with partners from Nobody Leaves Mid-Hudson), stopping a shelter from charging fees and setting up time limits for the homeless, preserving a mental health clinic, ensuring that the federal government investigates the death of Samuel Harrell who died while in custody at Fishkill Correctional Facility, and more!

The focus of the position will be building out leadership teams around the county/ region as a way to build power and influence issues related to improving the lives of low-income families, specifically **good jobs, affordable housing, and accessible transit**. We have a historic base in Newburgh and Poughkeepsie and new leadership developing in Middletown, Monroe, Goshen, and more! Our other regional organizer is currently focused on organizing around driver's licenses for undocumented immigrants. We are looking for this organizer to start by focusing more in the cities of Newburgh and Poughkeepsie.

The ideal candidate will have experience in the following areas:

- Managing a team of leaders working across a variety of communities and issues;
- Developing leaders and working with them to engage large numbers of members in actions; and
- Scheduling and conducting meaningful one-to-one, face-to-face encounters with talented members and allies as a central part of the organizing work.

The Organizer will work with a Director of Organizing / Regional Lead Organizer and will be comfortable with accepting supervision as well as critique and recognition as an important part of development. The Organizer must be prepared to play a central role in delivering concrete improvements to the lives of members and low-income communities. The Organizer will seek to achieve this through the development of members and leaders as they move towards building a stronger region and more effective chapters.

The Organizer will work together with other organizers and community leaders in the broader Hudson Valley (including Westchester) - and other members of the professional team - to identify, build and win local, county and regional campaigns that deliver concrete improvements in the lives of CVH's members and low-income communities. The Organizer will also be involved with helping to integrate the Mid-Hudson Valley membership and leadership into state level campaigns and national work.

The organizer would be responsible for:

- building a base of low-income residents that want to make change in particular hubs around the Hudson Valley (through door-knocking, outreach at social services centers, etc.);
- conducting 10-25 one-to-one relational meetings per week;
- recruiting dues-paying members;
- staffing one or more Leadership Committees;
- encourage the use of direct-action, as necessary and appropriate, to advance campaigns;
- developing and moving forward campaign work; and
- working in coalition with partners, as appropriate.

Qualifications:

The ideal candidate is a seasoned organizer and strategic campaign planner with grassroots, labor, or political organizing experience, and experience building, leading, and managing leadership teams.

- Applicants must be committed to our theory of social change that is tied to measurable campaign wins that deliver concrete improvements to CVH members and communities where they live.
- At least two years (preferably more!) community organizing, union organizing, political organizing, and/ or legislative issue advocacy experience required.
- Track record of winning concrete campaign victories, mobilizing/ turning out people into action, and building community leadership.
- Experience with relational meetings, door knocking, leadership development, and mobilization/ turnout.
- Experience with power analysis/ power mapping, strategy and campaign development.
- Ability to work independently and collectively, according to goals of the organization.
- Experience managing committees of leaders working on separate projects.
- Function well as part of a team that shares strengths and maintains consistent standards.
- Ability to juggle multiple tasks & responsibilities, while remaining focused on overarching goals.
- Familiarity with use of databases to enhance organizing.
- Spanish language skills are preferred and will be prioritized, but are not required.
- Knowledge of the political landscape in region and New York State politics is a plus, but not required.

This is a full-time position that we are looking to fill immediately. The Organizer will report to the Director of Organizing / Regional Lead Organizer. The Organizer will work collaboratively with the political/ electoral staff on implementing CVH's and CVH Power's electoral program and issue campaigns.

The Organizer will be based out of either our Newburgh or Poughkeepsie office, but will spend a considerable amount of time around the county and region. The position will require occasional travel to our other chapters, as well as Albany. It will also require other out-of-state travel, and occasional overnight travel for national meetings and conferences, as well as attendance at evening and weekend meetings.

To Apply:

Please send resume, salary history & requirements, and cover letter to Stephen Roberson, Director of Organizing, Community Voices Heard, 115 East 106th Street, 3rd Floor, New York, NY 10029 or email cvh@CVHaction.org. If sending an email, make sure to put "Community Organizer, Mid-Hudson Valley" in the subject line.

CVH is an equal opportunity employer. People of color, women, LGBTQ individuals, and people with current/ past experience on public assistance or residency in public housing are strongly encouraged to apply. For more information please check out our web page at: www.CVHaction.org.

Resumes and cover letters should be submitted as soon as possible. We are aiming to make a decision over the summer, and have someone start as early as August.

Salary / Benefits:

Salary depends on experience (DOE). Excellent benefits include health insurance (medical, dental, vision), short- and long-term disability insurance, sabbatical policy, 403(b) retirement program, personal & sick days, generous vacation leave, and holiday time off.