



Wisconsin Conservation Voters

Job Announcement: Regional Organizers January 25, 2023

Wisconsin Conservation Voters is seeking to add to our team of passionate, energetic, and outgoing community organizers who use their skills to engage Wisconsinites to fight for climate justice and protect our air, land, water, and democracy. We are hiring two full-time Regional Organizer positions with flexible locations in Wisconsin. This job requires large amounts of time working in-person with volunteers, elected officials, coalition partners, and others within Wisconsin.

Who We Are

Wisconsin Conservation Voters engages voters to protect Wisconsin's environment. To achieve that, Wisconsin Conservation Voters advocates for sound environmental laws and policies, holds elected officials accountable for their votes and actions, and elects pro-conservation candidates who will champion our priority issues. Learn more about us at conservationvoters.org.

What You'll Do

You will work closely with the field team to build deep relationships and sustainable programs in local communities to win protections for our water and air; fight climate change; and protect our democracy. These roles include work both on public policy and in elections. Specifics of the job include:

- Developing and strengthening relationships with volunteers, community organizations, coalitions, and community leaders;
- Increasing our volunteer base and building infrastructure to support those volunteers in taking action on our shared values;
- Mentoring, training, and building organizing skills in our fellows and volunteers to win campaigns in their communities and in the state;
- Recruiting and facilitating teams of volunteers to win on local, state, and national issues and policies related to clean energy and climate justice, clean water, and voter access;
- Leading and participating in phone and text banks and door-to-door canvasses to engage voters on conservation issues;
- Identifying opportunities to attend and represent WCV at community events, partner organization meetings, and within various coalitions;
- Working with other WCV staff and board members to continue to build a more powerful, cohesive, and equitable organization committed to racial justice;

- Collaborating with the Development Department to build relationships with donors and engage in fundraising;
- Collaborating with the Government Affairs and Civic Engagement departments to analyze local policy and strategize local campaigns;
- Collaborating with the Communications Department to promote events, communicate quickly with members, and tell stories publicly about the issues we work to solve;
- Consulting with the Deputy Director as needed when identifying endorsement opportunities for local elections;
- Building WCV's brand, reputation, and goodwill with members, activists, volunteers, local leaders, and partner groups; and
- Recording and tracking data and reporting progress in a timely manner.

Who You Are

To succeed in this job, you:

- Are a people person and connector. You are genuinely interested in fostering relationships and understanding people's interests, stories, and motivations to build community.
- Are comfortable speaking in different settings, such as in public, over the phone, and in one-on-one meetings.
- Have excellent interpersonal skills. You are able to work well in a team and manage projects that require input from multiple staff and across departments in a fast paced environment.
- Are a resilient problem solver in the face of challenges and seek multiple viewpoints to come to a decision.
- Understand the value of lived experience and are adept at working with people from different backgrounds than your own, such as racial identity, gender identity, age, political ideology, and socio-economic background.
- Share our commitment to centering the voices and experiences of those most impacted by climate change and environmental degradation.
- Are creative and ambitious, always seeking out new ways to expand WCV's base of support and engage community members in its programs.
- Value learning, are curious, and like to seek out new ideas and opportunities for personal growth and improvement.
- Are excited to engage voters to protect Wisconsin's water, air, land, and democracy.

We know there are great candidates who may not check all of these boxes, and we also know you might bring important skills that we haven't considered. If that applies to you, don't hesitate to apply and tell us about yourself.

What You Should Know

Work experience: One year of experience in community organizing and/or one election cycle of mobilization work preferred, but not required.

Skills: Demonstrated experience and success with community or student engagement and relationship building; ability to work well in a dynamic environment; ability to handle multiple projects at a time; understanding of, or ability to learn quickly about, environmental issues and politics and their potential to engage the public; passion for Wisconsin Conservation Voters' mission and work.

Technical skills: Comfortable with databases, Microsoft Office, and Google suite; good writing skills preferred.

Physical requirements: Ability to drive, canvass neighborhoods (knock doors to speak face-to-face with voters), set up and break down folding tables and presentation materials, carry materials weighing up to 10-20 pounds, and perform routine office duties such as typing at a computer and using a telephone.

Conditions: These positions will be located in Wisconsin with final locations determined based on ongoing campaigns and applicants' current location and/or desire to move. Likely regions may be in the Fox Valley, Western, or Southeastern Wisconsin. Depending on the hired organizer's location, preference, and work plan, you may work from a WCV office or remotely. You will need a smartphone, and a laptop will be provided. This job requires regular travel throughout your region in Wisconsin, and reliable transportation and a valid driver's license are required. Some evening and weekend work is required, and during busy times you should have the flexibility to work hours exceeding regular office hours to get the job done, such as during fall elections. The position is full time and classified as exempt.

Salary and benefits: Salary range is \$45,000-\$48,000 with new staff rarely starting at the top of the range. We provide health and dental coverage, 401k plan with match, FSA plan, life insurance, and phone stipend. We offer generous paid time off, a sabbatical program, flexibility in working hours, mileage reimbursement for work travel, ability to work from home, and professional development opportunities.

Reports to: Organizing Director

Please note that as a 501(c)(4) nonprofit organization, Wisconsin Conservation Voters employees are not eligible to participate in the Federal Public Service Loan Forgiveness Program.

Our commitment to racial justice and equity: We recognize that historic and current systems and decisions – including within the conservation community – have created injustice. Through our work we confront these injustices and fight for an equitable balance of power. We hold ourselves accountable to being inclusive and equitable in our own actions and within our organization. Read more about our commitment in our [Guiding Principles here](#).

To Apply

Email your resume, cover letter, and three references by Sunday, February 26, 2023 to apply@conservationvoters.org, with "Organizer" in the subject line. This position has a flexible start date in April 2023.