



**Organizing Director**  
**One year term (renewable)**  
**3-5 days per week (negotiable)**

## Job Posting

### Position Overview

Organizing for Change (OFC), a project on MakeWay's shared platform, is a backbone initiative advancing a collective strategy on behalf of some of BC's best known and most effective environmental groups. OFC works with its member organizations to build the collective power of the BC environmental movement by increasing its salience with decision-makers. Our two main programs are: Government Relations - advancing key policy priorities to ensure government knows it will be held accountable for high-bar environmental commitments; and Community Empowerment - ensuring British Columbians have the tools, abilities and shared strategy to demonstrate their desire to see decision-makers take action on environmental issues.

OFC is seeking an experienced candidate who is passionate about building an effective and active environmental community and who will lead and continue to shape our Community Empowerment Program. This program provides training and coaching for OFC member groups as well as grassroots volunteers throughout the province to ensure they are best able to attract and organize supporters and thereby ensure decision-makers take action on important environmental issues, both locally and provincially. As well, OFC works with many groups during and in the run-up to elections to ensure people who care about environmental issues get out to vote and are seen to vote at high rates.

The Organizing Director will work in a collaborative environment with plenty of room for independence. Ideal candidates will have a wealth of experience in community organizing and campaigning and have stepped, or want to step, into a strategic leadership role. The OFC Organizing Director will help build and implement a common agenda among environmental actors in British Columbia by working with member groups and grassroots organizations, building trust and their capacity to effectively execute on-the-ground action on priority issues. The Organizing Director will develop and implement programs that build power for environmental actors in British Columbia through a combination of organizing training, non-partisan election engagement, and other programs that build our collective salience with decision makers.

OFC has largely operated remotely since before it was cool. Access to shared office space in Victoria is available should the successful candidate be located there, but OFC has developed a teamwork style that accommodates staff anywhere (BC-based) they find a good internet connection. Some travel, mainly to Victoria and Vancouver, will be occasionally required, especially as we emerge from pandemic restrictions.

As a small team, we find the nature of staff roles are strongly shaped by the skills and experience a successful candidate brings to the work. The Essential Roles are the core of what we are seeking; we also lay out other skills and attributes that would strongly contribute to OFC's work more broadly. Should some of those additional skills or attributes add up to a candidate taking on a broader suite of roles then salary, title and/or part-time/full-time status would adapt accordingly.

**Anticipated Start Date: negotiable, aiming for mid-late February**

**Location: Work-from-home (BC-based) or co-working office in Victoria**

**Term: One year term, renewable pending funding (as are all staff positions)**

**Salary range: \$65,000-\$80,000 FTE (depending on range of roles the candidate can take on)**

## ESSENTIAL QUALITIES AND ROLES

As OFC's Organizing Director, you will be excited by the possibilities of what can be achieved when passionate activists pursue collective strategies and expand the breadth of their supporter base. You have a strong interest in political engagement and value democratic participation yet are comfortable in a strictly non-partisan role. You have a commitment and ability to build deep relationships based on trust and progressive values in a variety of community settings.

You will be successful in this role if you are adaptable and organized, able to shift focus when necessary while staying true to OFC's Theory of Change. You have an ability to pivot programs as informed by results and as circumstances require.

You are a self-starter, work well independently, and engage effectively with a team online. You have a coaching-style of leadership as well as exceptional communications and interpersonal skills. As a facilitator you are truly interested in designing effective meetings and agendas and are comfortable in front of a roomful/Zoomful of people.

### Key Roles:

**Strategic Leadership:** Working with the Provincial Lead to chart OFC's strategic path forward, as well as working with member groups to set strategic paths for policy priorities and other issues of common interest across many organizations. Lead the evolution and implementation of OFC's election engagement offerings.

**Training and coaching:** Deliver and continue to evolve OFC's menu of trainings for grassroots organizations and for member groups to expand the reach of engagement organizing and other means of broadening the reach of environmental organizations.

**Convening and facilitation:** With the Provincial Lead, convene member organizations and other ENGOS on key strategic, movement-level issues of common interest: identify these issues, develop agendas, bring in subject expertise as needed, facilitate the sessions.

**Management and Human Resources:** Create and monitor program budgets, write funding proposals and reports, supervise and mentor staff (1-2).

### Qualifications

- Extensive experience as a campaigner and community organizer and/or can demonstrate an ability to build community capacity to take action on issues
- Deep understanding of engagement organizing and demonstrated ability to train others
- Ability to work well remotely and experience with online collaboration tools
- Strong writing skills, able to synthesize complex ideas into compelling written material
- Demonstrated project management, meeting design and facilitation skills, with strong ability to execute in a digital context
- Ability to be diplomatic and expertly navigate a variety of sophisticated planning situations involving varying degrees of sensitivity with respect to information sharing.

It would also be helpful if you have any of the following skills, qualifications or equivalent experiences, though they are by no means required:

- Experience with political campaigns and/or union organizing
- A track record in foundation fundraising and key relationships with environmental funders
- Familiarity with NationBuilder, SquareSpace and other web content management systems

Skills, qualifications or equivalent experiences that may allow a candidate to take on a broader role within the OFC team:

- Interest in and experience with organizational development and governance
- Experience and relationships with other sectors where collaboration with the environmental movement would be mutually beneficial
- Experience working and building relationships with First Nations leadership organizations
- Environmental campaign expertise: strategy development, government relations, coalition building and support.

### **How to Apply**

Together with your resume, please forward a cover letter which includes your responses to the following questions:

1. How did you hear about this position?
2. What interests you most about this position? What excites you about building collective power and what has prepared you for taking on a movement-level role?
3. Briefly tell us about your current/most recent job. Why are you looking for a change?

Please send your resume and cover letter with your responses to the above questions to Lisa Matthaus, (lisa@organizingforchange.org) **by January 21<sup>st</sup>, 2022. Thank you.**

**Organizing for Change is a project on MakeWay's Shared Platform. MakeWay is a national charity and public foundation with a goal to enable nature and communities to thrive together. We do this by building partnerships, providing solutions, grants, and services for the charitable sector across the country.**

**For more information about Organizing for Change and MakeWay, please visit:**

<http://organizingforchange.org>

<http://makeway.org/approach/shared-platform/>

*As Organizing for Change is on MakeWay's Shared Platform, the selected candidate will be an employee of MakeWay.*

***OFC-MakeWay is strongly committed to creating a diverse workplace environment and we welcome and encourage applications from the communities we serve. We are proud to be an equal opportunity employer.***

***OFC-MakeWay will provide accommodation during all steps of the hiring process, upon request, to applicants with disabilities. Please advise us if you need any accommodation.***

*Our sincere appreciation to all those expressing interest, however, only those applicants invited for an interview will be contacted. No phone calls or recruiters please. Thank you for your interest!*