



POSITION ANNOUNCEMENT: Baltimore Organizer

Chesapeake Climate Action Network seeks a passionate, Baltimore-based organizer dedicated to uplifting community leaders to tackle the climate crisis.

The Baltimore Organizer will have the skills and commitment to tackle the biggest problems facing our planet in a region that is particularly vulnerable to its impacts. The ideal candidate will see opportunities to build relationships, inspire mobilization, and urge faster and more equitable change to address the climate crisis. They are energized by empowering others and look to put their creativity to work. The Baltimore Organizer will develop and execute field strategy and tactics for two or more priority campaigns, including our Healthy Communities campaign - efforts to fight pollution sources and support clean-energy projects in Baltimore - and Electrify Everything - our campaign to move buildings away from fossil fuels.

About us

Chesapeake Climate Action Network (CCAN) is the only group in the Chesapeake region of Maryland, Virginia, and Washington D.C. dedicated *exclusively* to building a powerful grassroots movement to fight climate change. We envision an equitable energy future where fossil fuels are phased out, efficiency is prioritized, and truly clean sources of power — solar, wind, and geothermal — sustain every aspect of our lives.

We are working on bold campaigns that would result in energy policies matching the scale of the climate crisis. We have been pushing the envelope of what's "politically possible" in Maryland since 2002, using every tool inside and outside the box - from organizing to lobbying to the law.

What You Will Do

The primary responsibilities of the position include:

- **Outreach and Volunteer Development:** building relationships with people and inspiring them to take action. This involves recruiting, training, and supporting volunteers and grassroots leaders and cultivating active volunteer teams.
- **Build and Deepen Partnerships and Coalitions:** working closely with existing supporters, community partners, and coalition leaders throughout Baltimore City and County and in priority areas for our statewide Electrify Everything campaign.
- **Actions and Campaigns:** planning and executing creative actions, media events, and community meetings to mobilize our base and influence Maryland's decision-makers.
- **Strengthen Membership and Support for Campaigns in Key Regions of the State:** working with frontline communities to support mitigation and resilience efforts and engage in local efforts to reduce pollution from landfills, clean up Baltimore's many sources of pollution, and support clean energy projects, including advocating for the electrification of buildings and government infrastructure.

Qualifications

Qualified candidates will display the following capabilities and qualities:

- Commitment to the mission of fighting climate change and promoting environmental justice.
- Familiarity with Baltimore City and County.
- Demonstrated experience living or working in BIPOC communities and organizing across differences in identities and experiences.
- At least one year of paid or volunteer organizing experience.
- Self-driven and able to work effectively with a team.
- Able to multitask and prioritize measurable results.
- Track record of successfully recruiting people to an event, cause, or effort.
- Experience setting measurable goals and tracking progress.
- Problem-solver: someone who thinks of solutions more than barriers.
- Willing to work evenings and weekends as needed.
- Willing to travel within the region as needed.

The Details

This position is based in Baltimore City or County and will involve frequent travel within the state and periodic travel within the region. Candidates should be located in or willing to relocate to Baltimore City or County.

CCAN staff work on a hybrid schedule, and the Baltimore Organizer will work at least one day per week from our office in Takoma Park, with the option to work from home the rest of the week. This position is full-time, salaried, and exempt from overtime. The Baltimore Organizer reports to the General Counsel.

Salary is commensurate with experience with a range of \$48,000-\$65,000. Salaries at CCAN are based on years of related experience and demonstrated skills. We provide a generous benefits package, including health care, dental and vision coverage, and four weeks of paid vacation.

How to Apply:

[Please fill out the Google form application](#), where you will answer a series of short questions and submit a resume. We will accept applications until the position is filled, with interview preference given to candidates who apply by October 16, 2023.

The interview process will consist of a phone interview, a panel interview over Zoom, and a skills test, with the possibility of an in-person meeting. We hope to make a job offer in early November.

Don't meet every single requirement? Studies have shown that women and people of color are less likely to apply for jobs unless they meet every single qualification. We are dedicated to building a diverse, inclusive, and authentic workplace; therefore, if you're excited about this role but your experience doesn't align perfectly with every qualification in the job description, we encourage you to apply! You might be the perfect candidate for this or another role at CCAN.

Equal Employment Opportunity CCAN provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.