



POSITION ANNOUNCEMENT: Northern Virginia Organizer

Chesapeake Climate Action Network seeks a passionate community organizer dedicated to uplifting community leaders in Northern Virginia to take on the climate crisis.

The Northern Virginia Organizer will recruit, train, and mobilize CCAN supporters to fight the climate crisis through advocacy, community education, and local events. Working in coalition with our regional partners, the Organizer will lead field tactics, empower communities to mitigate the local effects of climate change, and advocate for clean energy infrastructure.

About Us

The 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 and truly clean power sources — efficiency, solar, and wind — sustain every aspect of our lives.

In Virginia, we are working on bold campaigns that would result in energy policies matching the scale of the climate crisis. For over a decade, we have been pushing the envelope of what's "politically possible" in Virginia, using every tool inside and outside the box - from organizing to lobbying to the law. We work to hold corporate polluters accountable, oppose new fossil fuel infrastructure, push for 100% clean energy, and advance policies at the intersection of climate, transit, affordable housing, and sustainable land use.

About the Position

The Northern Virginia Organizer will have the skills, passion, and commitment to tackle the biggest problems facing our planet in a region particularly vulnerable to its impacts. We seek a resilient, creative, and strategic problem-solver to join our team. 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.

This position is full-time, salaried, and exempt from overtime. The Northern Virginia Organizer reports to the Virginia Field Manager.

What You Will Do

Build, strengthen, and mobilize CCAN's base of grassroots supporters and members

- Coordinate our established volunteer team, build relationships with new and existing supporters, and inspire them to take action.
- Recruit, train, and support volunteers to build their leadership skills and form active volunteer teams.



- Identify new activists through outreach and community events.

Build and Deepen Partnerships and Coalitions

- Work closely with existing supporters, community partners, and coalition leaders throughout Northern Virginia.
- Represent CCAN in coalitions, ensuring effective communication and coordination with local partners.

Manage and execute campaign strategy and actions in the region

- Engage supporters in creative, attention-grabbing events to mobilize our base and influence Virginia's decision-makers.
- Coordinate with our policy and communication teams to ensure our events are on-message and effective.

Qualifications

- Commitment to the mission of fighting climate change and promoting environmental justice.
- At least one year of paid or volunteer organizing experience.
- Track record of successfully recruiting people to an event, cause, or effort.
- Motivated by community and relationship building.
- Demonstrated experience organizing across differences in identities and experiences.
- Able to manage multiple projects and prioritize measurable results.
- 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; possessing a valid drivers license or willing to obtain one.

The Details

This is a hybrid position. The Northern Virginia Organizer will work two days per week from our office in Fairfax, with the option to work from home the rest of the week. Candidates should live in or be willing to relocate to Northern Virginia.

The salary is commensurate with experience, between \$50,000 to \$55,000 per year. We provide a generous benefits package, including health insurance, dental and vision coverage, four weeks' paid vacation, and a retirement plan with a 4% employer matching contribution after one year on staff.

How to Apply:

[Please complete 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 priority consideration given to applications received by March 20, 2024.



The interview process will consist of a phone interview, a panel interview over Zoom, and a skills test. We hope to make a job offer by mid-April.

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.