



## POSITION ANNOUNCEMENT: Central Virginia Organizer

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

The Central Virginia Organizer will have the skills, passion, and commitment to tackle the biggest problems facing our planet by building grassroots power to fight the climate crisis. The ideal candidate will see opportunities to build relationships, inspire mobilization, and urge faster and more equitable change to address the climate crisis. The Central Virginia Organizer will develop and execute field strategy and tactics for priority campaigns, including No New Fossil Fuels, our efforts to stop the development and expansion of pipelines and other fossil fuel infrastructure like the Chesterfield gas plant.

### 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 and efficient energy future beyond fossil fuels, where truly clean power sources — 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 and redefining what’s “politically possible” in Virginia. We use every tool available—from organizing to lobbying to the law.

### What You Will Do

The primary responsibilities of the position include

- **Outreach and Volunteer Development:** The Organizer’s priority is building relationships with people and inspiring them to take action. This involves recruiting, training, supporting volunteers and grassroots leaders, and cultivating active volunteer teams.
- **Build and Deepen Partnerships and Coalitions:** The Central Virginia Organizer will work on climate justice issues closely with existing supporters, community partners, and coalition leaders throughout the region. They will also support our grassroots presence at the state capital during the legislative session.
- **Plan and Execute Inspiring Actions and Campaigns:** The Central Virginia Organizer will plan and execute creative actions, media events, and community meetings to mobilize our base and influence Virginia’s decision-makers.
- **Strengthen Membership and Support for Campaigns in Key Regions of the State:** The Central Virginia Organizer will implement CCAN’s membership model, deepening relationships with and among CCAN supporters and our allies in the region.

### Qualifications

- Commitment to the mission of fighting climate change and promoting environmental justice.
- At least one year of community organizing experience (paid or volunteer).

- Demonstrated experience organizing across different identities and experiences.
- Motivated by training and mentoring volunteers.
- 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.
- A valid driver's license is required for this position.

**Don't meet every requirement?** Studies have shown that women and people of color are less likely to apply for jobs unless they meet every qualification. We are dedicated to building a diverse, inclusive, and authentic workplace and value lived and work experience. 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.

### **The Details**

The Central Virginia Organizer is a full-time, salaried, overtime-exempt position and reports to the Virginia Field Manager. This hybrid position will work two days per week from our office in downtown Richmond and three days in the field, building our supporter base and developing volunteer leaders in Central Virginia. Organizers can expect to work evenings and weekends for volunteer meetings, trainings, and community events. CCAN provides flextime during the week and reimburses personal vehicle miles traveled at \$0.67 per mile.

Salary is commensurate with experience and ranges from \$51,500-56,650. Salaries are determined by years of related experience and demonstrated skills. We provide a generous benefits package, including four weeks of paid vacation, health, dental, and vision insurance, employer-paid life insurance, and a 401(k) retirement plan with a 4% employer match after one year of service.

### **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 Friday, October 18, 2024.

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.

**Equal Employment Opportunity** CCAN provides equal employment opportunities to all employees and applicants 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.