



Position Announcement: Maryland Organizer

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

The Maryland Organizer will have the skills and commitment to tackle the climate crisis and its consequences in a region 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 Maryland Organizer will develop and execute field strategy and tactics for two or more priority campaigns and coordinate our grassroots presence to support legislative priorities in the Maryland General Assembly.

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. Since 2002, we have been pushing the envelope of what’s “politically possible” in Maryland, 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 cultivating active volunteer teams.
- **Build and Deepen Partnerships and Coalitions:** working closely with existing supporters, community partners, and coalition leaders in priority areas of the state.
- **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, engaging in local efforts to reduce and clean up pollution, and supporting clean energy projects, including advocating for the electrification of buildings and government infrastructure.

Qualifications

- Commitment to the mission of fighting climate change and promoting environmental justice.
- Familiarity with Maryland and the Chesapeake region.
- Demonstrated experience 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.
- A valid driver's license is required for this position.

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 qualification. We are dedicated to building a diverse, inclusive, and authentic workplace and we 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 Maryland Organizer is a full-time, salaried, overtime-exempt position and reports to the Director of Campaigns and Strategies. This hybrid position will work two days per week from our office in Takoma Park and three days in the field, building our supporter base and developing volunteer leaders in Western Montgomery County, Prince George's County, and Southern MD. Organizers can expect to work evenings and weekends for volunteer meetings, trainings, and community events. CCAN provides flextime during the week. CCAN 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 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.

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.