



POSITION ANNOUNCEMENT: Central Maryland Grassroots Coordinator

Chesapeake Climate Action Network seeks a committed, experienced community organizer dedicated to building grassroots power for climate solutions in Maryland and beyond.

The Central Maryland Grassroots Coordinator will have the skills and commitment to tackle the biggest problems facing our planet 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 Coordinator will develop and execute field strategy and tactics for two or more priority campaigns, including making polluters pay for their contribution to the climate crisis and building our in-state capacity and investments in clean energy and battery storage.

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:** build relationships with people and inspire 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:** work closely with existing supporters, community partners, and coalition leaders throughout Central Maryland and in priority areas for our statewide Make Polluters Pay campaign.
- **Actions and Campaigns:** plan and execute 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:** work with frontline communities to support mitigation and resilience efforts and engage in local efforts to reduce pollution from landfills, clean up 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.
- At least two years of paid organizing, volunteer management, or community outreach experience.
- Familiarity with Montgomery and Prince George's Counties in Maryland.
- Demonstrated experience living or working in BIPOC communities and organizing across differences in identities and experiences.
- 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.
- A valid driver's license and reliable personal transportation.

The Details

Salary is commensurate with experience, within a range of \$61,800-66,950 annually. Salaries at CCAN are based on years of related experience and demonstrated skills. We provide a generous benefits package, including 75% employer-paid medical, dental and vision insurance, four weeks of paid vacation, a 401(k) with a 4% employer match after one year, and paid parental leave.

The Central Maryland Coordinator 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.

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, March 28, 2025.

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.

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.