



## **GBIO Organizer Position**

### **APPLY IMMEDIATELY**

The Greater Boston Interfaith Organization (GBIO) is a broad-based, non-partisan, interfaith, multiracial political power organization rooted in Greater Boston's neighborhoods and congregations. Made up of 60 dues-paying member institutions representing more than 107,000 people, GBIO is dedicated to making our city a better place for all of us to live and thrive. For more than 20 years, GBIO has worked to improve housing and healthcare, reform our criminal justice system, address racial disparities in our city, and rebuild schools and neighborhoods, among other issues.

**GBIO is looking for full time organizers in Greater Boston** GBIO Organizers build power to act on issues impacting Greater Boston. GBIO's organizing model is based on relational power organizing, understanding that through relationship we have more power to make change on what matters most to us and our communities. Organizers identify, relate to and train leaders to fight and win. GBIO is currently working on campaigns around improving affordable housing, reentry for returning citizens and mental healthcare access and developing teams of leaders to take on these and future campaigns. Organizers work with current and potential GBIO member institutions with support from the GBIO Lead Organizer and team.

### **RESPONSIBILITIES**

- Primary job responsibility: Identify, recruit and train leaders using GBIO's proven person-to-person organizing method.
  - Set up and conduct 20-25 one to one relational meetings per week.
- Build and/or support organizing teams in 8-10 GBIO current member institutions.
- Identify, recruit, develop and support a cadre of 10-20+ GBIO volunteer leaders to engage in GBIO organizing work
- Identify potential GBIO member organizations through identifying interested key leaders and bringing their organization in as a dues paying member with an organizing team.
- Identify issues and engage identified leaders to take action on issues of interest.

- Turn relational meetings into tangible action and have the ability to turn out 200-300 people as a result of person-to-person organizing.
- Assist in and lead political issues; organizing campaigns on affordable housing, criminal justice reform, mental healthcare access and more.
- Write a weekly report and participate in a weekly check-in with the Lead Organizer.

## **QUALIFICATIONS/SKILLS**

- Previous experience in community organizing, political campaigns, or labor organizing is preferred; If no professional experience, an example of how you organized a group of people to fight;
- Can meet deadlines and manage multiple tasks in a fast paced environment;
- Is self starting and has an entrepreneurial spirit;
- Demonstrates excellent personal accountability and follow through;
- Black, Indigenous and People of color (BIPOC) strongly encouraged to apply;
- Multilingual skills are a plus;

## **QUALITIES OF A SUCCESSFUL ORGANIZER**

1. CRITICAL THINKER – the ability to think, reflect, communicate, be flexible, challenge conventional wisdom, and make judgments in complicated situations.
2. MORAL CORE – a clear sense of what's wrong and a drive to address it.
3. RELATIONAL – ability to build deep trust with people, across lines of race, class, faith, country of origin, and experience.
4. GROWTH ORIENTED - prioritizes the growth of self and others, time for reflection and evaluation, self-awareness.
5. TRACK RECORD – some evidence of relating to people to move toward a common goal; some success in previous field or career.
6. HUSTLE - determination and focus, consistent movement towards the accomplishment of one's goals. Self starter.
7. COMMITMENT TO “GRASSROOTS” POWER ORGANIZING” - a drive to organize power “from the ground up.”
8. HUMOR - perspective.

**SALARY & BENEFITS:**

- Salary scale ranges from \$45,000 - \$85,000 commensurate with experience
- Health and dental insurance
- Paid vacation
- Expenses: Auto and work related expenses (cell phone, office supplies, etc.)
- Simplified Employment Pension (SEP) 15% of base salary after 1 year of employment

**TRYOUT:**

GBIO offers a paid, 90-day try-out. Organizer candidates are given an organizing assignment while receiving extensive training and supervision from GBIO's Lead Organizer. Upon successful completion of this 90-day tryout period, a year long contract is negotiated.

**TO APPLY:**

Email resume and cover letter to [Allie.Gardner@gbio.org](mailto:Allie.Gardner@gbio.org) This cover letter should be your 'political biography': why do you feel personally called to organize ordinary people to have the power to create change and be an actor in public life? Share personal stories as to why you feel called to organize.

**INTERVIEW PROCESS:**

- Initial meeting with GBIO Organizer Allie Gardner
- Second meeting with GBIO Lead Organizer/Executive Director Kathleen Patron
- Final round of meeting with top GBIO leadership and organizing team
- Final offer meeting with Lead Organizer/Executive Director Kathleen Patron

*No person shall be discriminated against in seeking employment because of race, color, religion, gender, age, national origin, ancestry, marital status, height, weight, creed, sexual orientation, economic status or disability.*