

## **Community Organizer Position With Kentuckians For The Commonwealth**

**Job Title:** Eastern Kentucky Community Organizer

**Reports to:** Co-Organizing Director

**Location:** Eastern Kentucky

Kentuckians For The Commonwealth is a grassroots organization with 11,000 members across the state. Together, we organize for a fair economy, a healthy environment, new safe energy and an honest democracy. We have 13 local chapters across the state and at-large members in many other Kentucky counties.

We believe in the power of community organizing – people working together to achieve common goals. Organizing empowers us to help shape decisions affecting our lives and the larger community. It's a long-term approach that focuses on building and exercising power, especially among people affected by injustice, to improve the quality of life for all.

KFTC members use a range of important strategies to achieve our organizing goals, including strategic communications, voter empowerment, nonviolent direct action (ranging from letter writing to lobbying to protests and demonstrations), chapter building, grassroots fundraising, alliance building and litigation.

Local chapters are the building blocks of KFTC's power – the primary place where members join, get involved in improving their communities and build New Power.

KFTC has four chapters in the eastern Kentucky region and hundreds of members. The eastern Kentucky community organizer would have a primary responsibility of working with two of the chapters in this region and with existing and future KFTC members and allies in the area.

Currently, KFTC chapters have active local issue campaigns around sustainable economic development in the region, land use, voting rights and much more. The Eastern Kentucky organizer would be responsible for helping members to continue building these local issues campaigns and also working on new local issue campaigns as they evolve over time in the chapter area.

The organizing staff team at KFTC currently has 13 employees, including two team co-directors and two deputy directors. KFTC organizers collaborate on many organizational goals and projects, but also work very independently to accomplish specific goals within KFTC's overall program of work.

### **Key Objectives:**

- Strengthen KFTC chapters in eastern Kentucky by developing a growing and diverse set of newer and long-term members who provide vision and leadership within KFTC, our issue campaigns, and the broader community.
- Create ongoing opportunities for local KFTC members to learn about critical

- issues and contribute to effective strategies for change.
- Build local grassroots political power capable of holding elected leaders accountable and shaping the public conversation about KFTC's vision for social change.
  - Provide focused support and capacity to at least one of KFTC's statewide issue campaigns.

**Range of Responsibilities:**

- Develop a broad, diverse base of skilled, active and politically conscious leaders.
- Develop a growing and active local chapter in eastern Kentucky.
- Contribute to effective, successful local and statewide issue committees and campaigns.
- Use voter empowerment strategies to build grassroots power and advance issue campaigns.
- Support strategic communications about KFTC's goals, issues, and activities.
- Conduct and inspire effective, consistent grassroots fundraising activities.
- Contribute constructively and positively to the KFTC organizing and staff teams.
- Efficiently fulfill administrative tasks.
- Other duties as assigned.

**Preferred Qualifications:**

- Demonstrated commitment to the mission and values of KFTC.
- Direct, paid community organizing experience and/or experience as a volunteer member or leader in a grassroots organizing group.
- Demonstrated problem-solving abilities and abilities to think and work strategically.
- Ability to create the conditions that allow others to take ownership and become leaders.
- Evidence of a commitment to diversity and an understanding of how to work effectively in and with diverse communities, especially low-income communities and communities of color.
- Excellent communication skills, including listening, asking challenging questions and writing.
- Demonstrated ability to deal with multiple goals and responsibilities and to build and carryout workplans.
- Demonstrated ability to be self-motivated and independent and also work effectively in teams.
- Knowledge of Kentucky politics, issues, regions, and organizations.
- Ability to travel in the state and accommodate a work schedule that includes evenings and weekends.

**Personal Attributes:**

- Self-directed, capable
- Empathetic and compassionate
- Excellent communicator, facilitator, listener

- Organized and strategic
- Committed to high standards of quality
- Ability to cope with changing and uncertain circumstances
- Ability to build trusting, productive work relationships with a range of people
- Collaborative, patient, hopeful.

**Compensation:**

Salary is negotiable based upon relevant experience. The KFTC base salary is \$32,990 and we provide annual cost of living adjustments and annual salary increases to credit experience. In addition, KFTC offers full family health, vision and dental insurance. Time-off includes 3 weeks annual paid vacation, ten paid holidays, nine paid sick days, and three paid personal days. We also have a compensation time policy and a one-month maternity/paternity/family leave policy and KFTC provides paid sabbatical leave after five years. KFTC also provides a pension plan after three years of employment.

**To Apply:**

Please send a letter of interest, resume, and contact information for three references. Please include “Eastern Kentucky Community Organizer” in the subject line when you submit your materials electronically. Materials should be emailed to [organizerhiring@kftc.org](mailto:organizerhiring@kftc.org) or mailed to KFTC, P.O. Box 1450, London, KY 40743.

KFTC is an equal opportunity employer. Women and people of color are strongly encouraged to apply.