

Are you concerned about gentrification in Philadelphia and long-term residents being forced out of their neighborhoods? Are you passionate about building strong coalitions to fight for justice in our city and supporting community members to advocate for change on issues that affect their lives? If so, this is the job for you!

The Women's Community Revitalization Project (WCRP), a non-profit committed to social and economic equity for low-income women and families, is hiring an Organizing Director. The Organizing Director leads strategy and campaign development, coalition building, and leadership cultivation for WCRP and the 76-member [Philadelphia Coalition for Affordable Communities](#), representing more than 80,000 Philadelphians. WCRP and its coalition partners have won \$100 million for affordable housing and passage of critical bills, including recent Land Justice Legislation prioritizing community control of vacant, city-owned land. You can read more about our work [here](#) and [here](#).

The Organizing Director reports to WCRP's Executive Director and is a key member of organization's senior leadership team.

### **Key Responsibilities**

- Lead organizing and strategic relationship building with individuals, institutions, public officials and other decision-makers with the goal of heightening the power, visibility and impact of WCRP in the community and city.
- Convene and staff city-wide and local coalitions. Recruit new organizations, plan and lead meetings, facilitate strategic decision-making, and work with leaders to plan and implement tactics, including direct actions, rallies, lobby days, and engagement with media.
- Supervise a full-time community organizer and student interns. Mentor team members on organizing fundamentals, including effective home visits, identifying and developing leaders, and planning and running trainings and actions.
- Design and facilitate political education trainings for constituents and coalition partners focused on leadership development and analysis of relevant campaigns and issue areas.
- Develop proposals for funding in conjunction with WCRP's executive director and fundraising staff. Manage awarded grants, including supervising consultants and subcontractors, writing progress reports and managing budgets.

### **Preferred Experience and Skills**

- A minimum of 5 years of experience in community, union or electoral organizing including
  - Campaign development and fundamentals of community organizing (e.g. choosing an issue, developing strategy, and selecting tactics, etc.)
  - Building and supporting coalitions
  - Developing and facilitating participatory meetings and trainings
  - Supervision of staff and/or volunteers
- A strong commitment to social, racial, and economic justice, the desire to win resources to improve the lives of low-income women and families, and a belief in supporting people to achieve change on issues that affect their lives
- Excellent ability to listen to, motivate, and nurture the leadership of others
- Effective time management, including prioritizing and managing tasks, and experience developing and ensuring accountability to work plans and goals
- Familiarity with issues, especially housing, which impact low-income women and children
- A valid driver's license and access to a car

**Location and schedule information**

This is a full-time position based in our Philadelphia office with the potential for some hybrid work, recognizing that impactful organizing requires face-to-face engagement. Regular hours are Monday to Friday, 9:00 am to 5:00 pm, along with evening meetings (an average of 2/month) and occasional weekends. Hours can be flexed to account for evening and weekend work.

**Compensation**

The salary range for this position is \$90,000-\$140,000 annually along with a competitive benefit package that includes four weeks paid vacation, 9 holidays, 8 sick days, employer-paid health, dental and vision coverage (for full-time employees and qualified dependents), 403(b) retirement fund and opportunities for professional development.

**To apply**

Please submit a resume and cover letter to Nora Lichtash [nlichtash@wcrpphila.org](mailto:nlichtash@wcrpphila.org)

**About the Women's Community Revitalization Project (WCRP)**

WCRP is a non-profit organization committed to social and economic equity for low-income women and families. Founded in 1986 as Philadelphia's first and only women-led community development organization, the organization has grown to become a nationally recognized, innovative developer that has built more than 350 affordable rental homes and established the Community Justice Land Trust to protect the long-term affordability of homes. The organization also leads community organizing campaigns aimed at shaping public policy outcomes, to date winning more than \$100 million for affordable housing in Philadelphia. WCRP also manages its properties and provides supportive services to tenants and communities throughout Philadelphia.