

## **COMMUNITY ORGANIZER, Women's Community Revitalization Project (WCRP) October 2023**

Are you concerned about gentrification in Philadelphia and long-term residents being forced out of their neighborhoods? Are you passionate about 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 a Community Organizer. The Community Organizer develops and implements WCRP's neighborhood-level organizing work in support of WCRP's affordable housing and equitable development goals. This work serves as a vehicle for the development of leadership within WCRP and the community as a whole.

The Community Organizer reports to WCRP's Organizing Director and works closely with the board committee that helps lead WCRP's organizing and advocacy work.

### **Responsibilities**

- Work in WCRP's neighborhoods to bring community residents and institutions together to fight for equitable development policies and programs
- Conduct outreach and relationship building through door-knocking, phone calls, and attendance at neighborhood meetings and events
- Develop and maintain relationships to build the organization's visibility and impact
- Recruit new constituents to WCRP's work through one-on-one conversations, orient them to the committee that oversees WCRP's organizing and advocacy work, and support them in developing their leadership and organizing skills
- Design and facilitate committee meetings and political education trainings for constituents
- Assist with community planning and housing development efforts, including gathering signatures in support of WCRP's proposed affordable housing developments
- Support WCRP's involvement in the Philadelphia Coalition for Affordable Communities, including helping to implement tactics (e.g. direct actions, rallies, and lobby days) and preparing constituents to meet with their elected officials, provide testimony, and speak to the press

### **Preferred Experience and Skills**

- A minimum of 2 years of experience in community, faith-based, or labor organizing as a paid staff member or volunteer, including experience managing volunteers and developing and facilitating participatory meetings and trainings
- A strong commitment to social, racial, and economic justice, an understanding of systemic inequities, and relevant lived experience
- Excellent ability to listen, build relationships, and move people to action, including building and nurturing the leadership of others
- An orientation toward collaboration and teamwork, while also being able to work independently
- The ability to stay on top of multiple tasks, projects, and deadlines
- Familiarity with issues, especially housing, which impact low-income women and children
- Comfort with Microsoft Office, particularly Outlook and PowerPoint
- A valid driver's license and access to a car
- Familiarity with Philadelphia city government and politics a plus

**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 \$48,000-\$67,000 annually along with a competitive benefit package that includes four weeks paid vacation, 9 holidays, 8 sick days, 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 Carolyn Haynes [chaynes@wcrpphila.org](mailto:chaynes@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 in communities throughout Philadelphia.