



Community Organizer
(This is a full-time position)
Fluent in Spanish and English

Lawrence CommunityWorks (LCW) is a nonprofit community development corporation that weaves together community planning, organizing, and asset-building efforts with high-quality affordable housing and commercial development to create vibrant neighborhoods and empowered residents. By facilitating conversations and action on community priorities, LCW engages partners and a network of youth and adult residents in opportunities to move themselves and the city of Lawrence forward.

Position description:

The Community Organizer works collaboratively with residents, LCW members, staff, and community partners to facilitate the design and implementation of relationship-driven civic engagement opportunities that promote the enhancement of the social capital needed to provide the spark for individual and collective actions aimed at improving the quality of life in the City of Lawrence.

Duties and responsibilities include:

- Support LCW's community initiatives and network-building strategies that build collective power.
 - Design and implement neighborhood meetings, canvassing, and door-knocking activities designed to gather input and spark conversation on the housing challenges residents face.
 - Coordinate Community Resident summits using the LCW's NeighborCircles (NC) approach, to surface resident priorities for action.
 - Recruit, train, and supervise volunteer leaders to assist in the implementation of civic engagement and neighborhood initiatives, including NeighborCircle facilitators.
 - Work in collaboration with residents to follow up and implement strategies that address affordable neighborhood and community issues and concerns.
 - Assist with resident turnout and mobilization as needed
- Support LCW's Network building efforts
 - Implement activities aimed at creating deeper connectivity and sense of community among residents
- Assist the Real Estate (RE) Department in the implementation of community planning processes to support resident guidance and stewardship of RE projects and LCW community development projects
- Organize and support resident and member-led education and/or mobilization campaigns and activities that address policies at the local and state levels to promote community-identified issues.
- Facilitate civic engagement trainings and workshops (facilitation training, public speaking, policy advocacy, organizing community events, and campaign actions)
- Work with existing ally organizations, government and elected officials, residents, and businesses to move campaign goals forward.
- Assist all network organizing department staff in network building activities aimed at connecting LCW members with one another and opportunities to improve and enhance their quality of life.
- Other relevant duties as deemed necessary by the LCW membership and senior management.

Qualifications:

- **Passion for positive community change through community empowerment and collaboration.**
- **Ability to listen to and see the strengths and skills of community members and to empower them to bring about collaborative community change.**
- **Passionate about social justice and community development**



- **Ability and interest in understanding related policy issues and opportunities.**
- Helps others find, develop, and use their voice
- Great at building relationships and partnerships
- Ability to be flexible and creative in creating strategies for resident engagement
- Post-secondary education and/or three to five years of experience in community organizing preferred
- Able to work collaboratively with people of diverse backgrounds
- Strong interpersonal, speaking, writing, and group facilitation skills
- Ability to work some nights and weekends when needed
- Familiarity with city, state, and federal legislative bodies, agencies, and political issues is helpful
- Able to manage various tasks/projects at once
- Proficiency in Microsoft Office and social networking technologies
- Fluent in Spanish and English; bicultural is a must

This is a full-time position of 40 hours per week with full benefits. This position will report to the Director of Network Organizing, with a salary based on relevant experience and knowledge.

Please send resumes and a brief cover letter to: N. Pagan, Human Resources, LCW, 168 Newbury Street, Lawrence, MA 01841, or recruiting@lawrencecommunityworks.org with the subject line “Community Organizer.”