

**Job Description**  
**Richmond Community Organizer**

CBE is a state-wide environmental health and justice organization that combines grassroots organizing, legal advocacy, and science-based research to achieve its goals. CBE's mission is to build power in low-income communities of color to achieve environmental justice by empowering community, reducing pollution, and building healthy and sustainable communities. For more information, please visit: [www.cbecal.org](http://www.cbecal.org).

**General Position Summary**

The Richmond Community Organizer will be responsible for building support and people power for a Just Transition in collaboration with other Environmental Justice Partners. The position requires conducting educational outreach and recruitment, developing and maintaining liaisons with grassroots leaders and allies, advancing leadership and membership development, and leading grassroots environmental justice campaigns.

The Richmond Community Organizer will be primarily focused on movement building to “stop the bad”—pollution, gentrification, and dirty energy projects in communities—while also supporting program work that “builds the new,” including local governance, solar access, and green spaces that create jobs in a clean energy future. We utilize the Just Transition framework to guide how our campaigns are leading towards a transition from an “extractive economy” to a “regenerative economy” grounded in local frontline leadership. The Richmond Community Organizer will support local, regional, and statewide civic engagement efforts that build environmental justice, voter power and decision-making.

One of our major campaigns is the Beyond Chevron Campaign. The Beyond Chevron campaign is focused on visioning a future without a refinery in Richmond and what it will take to make that transition. The Richmond Organizer will support in relationship building with Richmond community members and local organizations to grow leadership and local decision-making on the Beyond Chevron Campaign. Learn more: <https://www.cbecal.org/organizing/northern-california/richmond/beyond-chevron-our-vision-for-richmond/>

**Specific Job Duties**

- Help lead, develop, implement, and participate in key campaigns and coalition activities that integrate CBE's tools of transformative organizing, scientific and policy research, and legal strategies.

- Coordinate adult core member meetings and serve as the bridge between members and the larger organization.
- Build close relationships with members and be able to directly address issues and accountability.
- Be able to contextualize complicated/technical data into clear and simple information for the community.
- Supervise Richmond Community Interns and support the development of community members.
- Coordinate communication between programs throughout CBE communities.
  
- Develop and implement community-friendly curriculum.
- Provide reporting to the NorCal Program Director.
- Develop program budgets.
- Participate in weekly Richmond Team meetings and monthly Statewide Staff Meetings.
- Maintain social justice and anti-oppression values in both internal and external settings.

### **Experience & Skills Requirements**

- Must have strong people skills, be community-friendly, and have the ability to engage a broad spectrum of people representing various social, cultural, and professional backgrounds.
- Previous organizing experience in grassroots communities, labor or community organizing.
- Experience in civic engagement preferred.
- Solid understanding of Environmental Justice and commitment to long-term social change through community organizing.
- Must be a self-starter and able to work independently.
- Attention to detail, organization and ability to prioritize multiple tasks.
- Must have strong time-management skills.
- Ability to contribute to a positive, team-oriented environment.
- Ability to understand and navigate a complex political environment.
- Ability to work in a manner that complies with organizational standards and policies.
- Ability to facilitate consensus-based decision-making process.
- Excellent verbal and written communication skills.
- Public speaking/presentation experience.
- Bilingual in English and Spanish preferred but not required.
- A valid driver's license, driver's insurance, and access to reliable vehicle.

### **Benefits and Compensation**

This is a full-time, overtime-exempt position, with an annual salary of \$62,400. The Richmond Community Organizer will receive CBE's comprehensive benefits package, including a generous vacation and leave policy; fully-paid premiums for medical, vision, and dental insurance; an additional mental health benefit; a 401(k) retirement plan; and a flexible spending plan. CBE pays full premiums for medical, dental, and vision insurance for the employee, spouse or domestic partner, and any dependents.

**To apply:** Submit via email to [jobs@cbeccal.org](mailto:jobs@cbeccal.org) 1) resume 2) cover letter 3) list of at least three telephonic references. Position Open until hired.