

COMMUNITIES
FOR A BETTER
ENVIRONMENT
established 1978

Job Description

**RICHMOND
YOUTH ORGANIZER**

Communities for a Better Environment (CBE) is a leading statewide 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 neighborhoods. For more information, please visit: www.cbecal.org.

GENERAL POSITION SUMMARY

The Richmond Youth Organizer is responsible for developing CBE's youth program in Richmond, including recruitment from high schools and youth spaces. The Youth Organizer is expected to develop and maintain liaisons with grassroots leaders and allies; conduct educational outreach; advance leadership and membership development; and lead grassroots campaigns. The Youth Organizer will be primarily focused on our Beyond Chevron Campaign; local Richmond environmental justice issues; supporting the implementation of the annual youth project as well as maintaining the youth program at large.

This position supports and builds power of the youth program through our Transformative Organizing Model (TOM). The work is performed under the general direction of the Richmond Community Organizer and administrative supervision of the NorCal Program Co-Director. The Richmond Youth Organizer will work closely with the Richmond Community Organizer and Youth Organizers statewide to develop and implement educational outreach and recruitment, develop meaningful relationships with members, representing the organization in coalition spaces, and advancing leadership and membership development. Along with our TOM, CBE has made a commitment to addressing anti-blackness and white supremacy culture within our organization, and the Richmond Youth Organizer will participate in CBE's internal work to meet equity goals and be a bridge to our members' participation.

SPECIFIC JOB DUTIES

- Help 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 multiple high school campus organizing chapters with campus faculty, educators and student body.
- Lead grassroots campaign planning & strategizing.

- Oversee Richmond youth and community interns, and/or volunteers.
- Provide consistent communication among CBE youth programs throughout CBE communities.
- Manage program budgets.
- Coordinate Youth EJ meetings.
- Conduct outreach to Richmond/San Pablo/North Richmond youth and residents at large.
- Build and coordinate strong relationships with local and regional alliances and partners.
- Help develop the leadership skills of CBE members through bridging efforts between CBE members and our allies.
- Develop creative, community-friendly curriculum
- Develop and implement dynamic communications materials that showcase youth and elevate our environmental justice framework.
- Provide reporting to the NorCal Program Director.
- Participate in weekly Richmond Team meetings & monthly State-Wide Staff Meetings.
- Work with development staff to implement grassroots fundraising activities as well as grant-related reporting and proposal development.
- Support local, regional, and statewide civic and voter engagement, including CBE Action's 501(c)(4) policy advocacy and electoral organizing.

EXPERIENCE & JOB REQUIREMENTS

Experience and knowledge:

- Previous organizing experience in grassroots communities, labor, and/or community organizing.
- Ability to facilitate community workshops and trainings with diverse communities and youth of color.
- Campaign planning experience.
- Public speaking/presentation experience.
- Solid understanding of environmental justice and commitment to long-term social change, through community organizing.
- A valid driver's license, driver's insurance and access to a reliable vehicle preferred, but not required

Skills and abilities:

- Must have strong people skills, be community-friendly, and be able to engage a broad spectrum of people representing various social, cultural, and professional backgrounds.
- Must be a self-starter and able to work independently.
- Ability to contextualize complicated/technical data into clear and simple format for the community.
- Excellent, detail-oriented project management skills.
- Excellent verbal and written communication skills.
- Strong training or facilitation skills.
- Must have strong time-management skills.

- Attention to detail, organization, and ability to prioritize multiple tasks.
- Ability to foster a positive, team-oriented environment.
- Ability to understand and navigate in a complex political environment.
- Ability to facilitate and take part in consensus decision making process.

Position is based out of the Northern California main office in Richmond.

Benefits and Compensation: This is a permanent, full-time, exempt position at \$62,400 per year. The Richmond 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 with subject line "Richmond Youth Organizer" to jobs@cbeocal.org: 1) resume 2) cover letter 3) list of at least three telephonic references. **Position available until filled.**

CBE is an equal opportunity employer that does not discriminate on the basis of race, religion, disability, gender expression, nationality, ethnicity, sexual orientation, or any other prohibited category. We strongly encourage people of color, women, LGBTQAI people, and all qualified persons to apply for this position.