



## Regional Community Organizer Position Description

### Overview

The Coalition for Environment, Equity, and Resilience (CEER) is hiring a Regional Community Organizer to lead organizing and relationship building within the Greater Houston region. Primary duties include to build relationships with residents impacted by systemic failures of the Public Utilities Commission of Texas. This role will support a campaign that spans a five county footprint; the Regional Community Organizer will focus in Brazoria and Fort Bend counties. The Regional Community Organizer will work closely with another Regional Organizer and the Director of Government Affairs as well as a campaign committee made up of CEER member organizations, impacted residents and non-profit partners. The campaign seeks to develop and mobilize a robust network of community relationships to participate in the sunset review process of the Public Utilities Commission of Texas (PUCT) and the Texas Commission on Environmental Quality (TCEQ), which culminates in the 88th Texas legislative session in 2023.

The Coalition for Environment, Equity, and Resilience (CEER) brings together advocacy, social justice and technical groups from three main constituencies: environmental justice, community organizing, and environmental conservation. To ensure a more equitable and resilient future for our region, these main constituencies developed an 8-point plan to guide recovery efforts and infrastructure spending after Hurricane Harvey. The 8-point plan can be found on CEER's website: [www.ceerhouston.org](http://www.ceerhouston.org). CEER's advocacy work is rooted in undoing the legacy of environmental racism through power-building, movement-building and working in coalition with those most impacted by injustice. CEER has adopted the Jemez Principles for Democratic Organizing and our work is rooted in a set of values that center people.

### Our new Regional Community Organizer should be a leader that:

- Understands the importance of community involvement in campaigns and has experience organizing residents to let them speak for themselves;
- Is a great communicator who can build trust with community members and leaders from several geographies and diverse backgrounds;
- Is a relational thinker who can develop meaningful relationships and educate the community. A leader who is driven by equity and social justice;
- Manages projects with multiple deadlines and work both independently and as a part of team that includes CEER staff, a campaign committee, consultants, funders, member organizations and other community partners;
- Is a self starter and critical thinker who is comfortable taking risks and learning;
- Someone with a great sense of humor.



## **Key Duties**

Primary responsibilities include carrying out one on one relational conversations, house meetings, and community meetings to build power, educate community members and gather data that can be leveraged for CEER's regional resilience campaign. The Regional Community Organizer will target neighborhoods located within Brazoria and Fort Bend counties and occasionally support organizing efforts in Harris County, led by another organizer. Target neighborhoods are on the frontlines of the impacts of pollution and climate shocks. These communities have many strengths but have been traditionally excluded from tables of power and decision making. They are predominantly BIPOC, low-income communities experiencing a legacy of environmental harms and risks that impact health. The organizer will take an asset-based, values-driven and relational approach to community organizing.

- Lead community organizing with leaders from frontline communities in Brazoria and Fort Bend counties to create a network of residents, community based organizations and volunteers. Move the network to action through values-based relational community organizing that builds the community's power.
- Leverage the expertise of CEER members and others to educate impacted community members and prepare them for advocacy actions. Work with the campaign team to host regular training and leadership development offerings. Help co-design and deliver training curriculum on the role of the PUCT, the sunset process, providing testimony and how to influence state level policy.
- Drive turnout to events including neighborhood meetings, committee meetings, press conferences, trainings, and other forums on at least a bi-weekly basis.
- Maintain regular communications with community members across target footprint to implement a comprehensive strategy and move members along a ladder of leadership.
- In collaboration with the campaign team, develop and execute organizing plans; map out key community and constituent targets; and identify and implement effective strategies to engage impacted communities.
- Work closely with community partners to host mock hearings, town halls and other virtual and in-person education events to inform impacted community members about the sunset review process of state agencies.
- Assist with grant reporting, data collection, storytelling on social media and other duties assigned as necessary.

## **Professional Qualifications**

- 2-3 years of community organizing or community engagement experience with a record of integrating meaningful community engagement in campaigns for social change. Demonstrated ability to identify and recruit leaders or volunteers.



- Strong interpersonal, organizational and public speaking skills.
- Ability to build meaningful relationships and work well with all religious, cultural, ethnic and social groups in urban and rural communities.
- Strong project management and organization abilities. Experience managing campaigns, projects or initiatives with multiple deadlines and multiple components.
- Strong understanding of or demonstrated interest in the environmental and/or civil rights movements preferred.
- Fluency in Spanish or Vietnamese is preferred. Resident of Brazoria or Fort Bend counties preferred.
- High school diploma required. Bachelor's degree or higher preferred.
- Individual from under-represented community and/or lived experience as a person representing one or more marginalized intersection/s of society.
- Full-time access to a car.

### **Salary, Benefits and Work Environment**

The starting salary range is approximately \$41,000 - \$50,000 depending on experience. Benefits include comprehensive medical, dental, vision, 401(k), paid holidays, vacation, sick leave, wellness benefits, professional development stipend and mobile phone reimbursement. Regular travel is expected and a monthly travel stipend is provided.

The Regional Community Organizer will be an employee of Healthy Gulf, the fiscal program sponsor for CEER, and report to the Coalition Director. Typical work environment is mostly remote with occasional travel to meetings and events. Given the pandemic, CEER staff are working almost 100% remotely. A full-time workweek, with light weekend and evening commitments is expected. Ongoing performance evaluation is provided throughout the year, plus an annual review.

**To apply, please email a resume, cover letter and three professional references to [iris@ceerhouston.org](mailto:iris@ceerhouston.org).**