

Grassroots Community Organizer

Reporting To: Organizing Manager, Director of Organizing, Chief Operating Officer

Location: Remote, based anywhere in the contiguous United States

About Zioness: Zioness is a coalition of Jewish activists and allies who are unabashedly progressive and unapologetically Zionist. We are a grassroots organization with more than 30 chapters across the country, fighting for the advancement of social, racial, economic, environmental and gender justice in America. We are also committed to fighting for Zionism and the inclusion of Zionists in social justice spaces, because Zionism is itself a progressive value: the movement for liberation and national self-determination of the Jewish people in our indigenous homeland.

Role Description: Zioness is seeking a passionate, strategic, and relationship-driven Grassroots Community Organizer to work alongside our organizing team to recruit, train, and mobilize a distributed network of Zioness activists. The Organizer will work directly with volunteers and lay leaders to grow our national grassroots presence, mobilize our activists in accordance with our strategic plan, train activists on chapter-building, power mapping, grassroots community organizing, lobbying, advocacy and activism, and work to support our local lay leaders to develop meaningful campaigns, respond to emerging issues, and strengthen the presence of proud progressive Zionists in social justice spaces. The ideal candidate is deeply committed to intersectional justice, has experience working in diverse communities, and brings the skills needed to motivate, train, and grow a volunteer base — all while staying grounded in the core mission of combating antisemitism and anti-Zionist bigotry on the left.

Equal Opportunity Employer: We are an equal opportunity employer and are committed to cultivating a team that reflects the rich diversity of the population we serve. We do not discriminate on the basis of race, color, national origin, religion, age, sexual orientation, gender identity or expression, marital or domestic partner status, veteran status, medical condition, mental or physical disability which would not prevent the performance of essential job duties without reasonable accommodation.

To Apply: Please send your resume, cover letter, and a one minute video introducing yourself to apply@zioness.org, including your name and the position you are applying for in the subject line.

Key Responsibilities:

Community Building & Engagement

- Recruit, develop, and support local volunteer leaders and activists to grow the Zioness movement in their cities and communities
- Build authentic relationships with grassroots leaders and work to maximize the impact of their efforts in their communities and beyond
- Develop and facilitate regular meetings, trainings, and community events that empower volunteers to grow their chapter and take meaningful action consistent with the Zioness mission
- Growing chapter membership by helping local leaders identify individuals to engage, and/or directly engaging individuals and groups in the community who may not yet be active and fostering connections with local leadership
- Serve as a point of contact for local group leadership

Leadership Development & Training

- Train volunteers in community organizing, public narrative, relational outreach, and coalition work.
- Provide mentorship and ongoing support to local leaders to help them grow their skills and confidence.
- Online/remote education strategy for on-going training of chapter leaders/members in accordance with the Organization's Strategic Plan.
- Communication and storytelling collection to share stories that demonstrate the impact of grassroots organizing.
- Help amplify local actions and leaders through Zioness' national communications channels.
- Developing and distributing curriculum, content, and online toolkits/resources to help build leaders and activists' skills and confidence

Campaigns & Rapid Response

- Mobilize members to organize in support of local, state, and national social justice issues, alongside non-Jewish progressive partners
- Mobilize members to combat antisemitism (including anti-Zionism) in progressive spaces
- Support local campaigns that align with Zioness' mission and values, and help chapters build creative actions that center visibility and impact outside the Jewish community
- Monitor local issues and opportunities to ensure Zioness members are aware of ways they can show up on issues that matter to them, and in solidarity with other leaders and movements
- Help identify, track, implement and execute the Organization's national/state/local direct action efforts and support members in the execution of events as applicable.

General Expectations

- The Employee understands general community organizing and online organizing principles, strategies, and tactics.
- The Employee is an effective organizer, capable of building a "field plan," a recruitment strategy, and a funnel of engagement, and executing on these plans to drive new members into the funnel, drive up participation and turnout in meetings and direct actions, ensuring all logistical items are addressed and needs provided for, and building membership.
- The Employee can effectively recruit, train, coordinate, and build rapport with volunteer members.
- The Employee has strong communication, writing and interpersonal skills, including a high level of emotional intelligence, and enjoys working directly with people.
- The Employee has strong social media skills, and understands how to use online tools to drive online and offline engagement.
- The Employee is available for travel as assigned.
- The Employee will be a leader in their local Zioness chapter, and will be deeply engaged in recruitment, mobilization, and leadership of the chapter in local organizing, community building, partnership and coalition work, and advocacy.
- The Employee is comfortable speaking on behalf of The Organization, privately or publicly, as necessary.
- Fully support the Organizing team, and the entire Zioness team, in pursuit of the Organization's mission, vision, and strategic plan as approved by the Board of Directors.

Qualifications and Expectations:

- 2-5 years experience in grassroots community organizing, advocacy campaigns, direct action and coalition work
- Deep passion for progressive issues and Zionism, with a solid understanding of social, racial, economic, gender, and environmental justice movements.
- Capable of producing results with minimal oversight, embracing a start-up mentality with a willingness to tackle diverse tasks and support team efforts.
- Strong organizational skills, attention to detail, and a professional demeanor, capable of developing and executing comprehensive engagement strategies.
- Excellent communication and writing skills, with proficiency in social media and online tools to drive both online and offline engagement.
- Strong interpersonal skills, good judgment, and discretion, with the ability to build rapport with diverse and intersectional constituencies and facilitate and manage sensitive dialogue and information.
- Ability to thrive in a fast-paced environment, with flexibility for non-traditional hours and a commitment to embodying and representing Zioness' values at all times.
- Familiarity with tools like Canva, NGP VAN/EveryAction, and social media platforms, with experience in developing and implementing creative strategies to attract and engage new constituencies.
- Willingness to travel regionally and nationally as needed to support organizational goals and engagement activities.
- Commitment to embodying the values of Zioness in public and private, during work hours and non-work hours, and commits to positively representing the organization at all times.

Compensation: This is a full-time, non-exempt position with a **salary range of \$60,000 to \$80,000** commensurate with experience.

Benefits:

- Fully covered, high quality health insurance for employee
- Ten (10) days discretionary paid vacation
- Paid time off for every federal holiday except MLK, Jr. Day
- Five (5) paid sick days per year
- Paid time off on the following Jewish holidays when they land on a weekday: the first two days of Passover, one day of Sukkot, Rosh Hashanah, Yom Kippur, one day of Simchat Torah
- Three months paid family leave
- Access to a 403(b) retirement plan
- \$1,000/year tech stipend
- Work-from-home, based anywhere in the contiguous United States