

Community Organizer

Description

The Community Organizer will develop and execute various strategies to mobilize transgender people, their families, and allies to secure transgender rights, and create a diverse network of local advocates throughout the country that NCTE can reliably engage to take action for transgender equality. Over the course of a typical year, NCTE engages community members to respond to anti-transgender and pro-transgender bills during state legislative sessions, take action related to federal legislation and policies, participate in elections, and participate in national lobby days in Washington, DC and other events. The Community Organizer will also provide various trainings for advocates throughout the country. Throughout all of their work, the Community Organizer will apply values of racial and economic justice and ensure diversity amongst communities we are mobilizing and training. This position reports to the Deputy Executive Director and will work collaboratively with staff across both organizations (NCTE and NCTE Action Fund).

About NCTE and NCTE Action Fund

Since its founding in 2003, NCTE has been is a strong voice for transgender people in our nation's capital. NCTE is a 501 (c)(3) non-profit that advocates for policy change at federal, state, and local levels and works to increase societal understanding and acceptance of transgender people. NCTE has a serious commitment to approaching and engaging in its work with an awareness of how racial and economic justice intertwines with transgender justice, and a commitment to ensuring that policymakers and society understand the connection as well. Launched in 2017, the National Center for Transgender Equality Action Fund (NCTE Action Fund) is a 501(c)(4) non-profit advocacy organization fighting for transgender equality at the local, state, and federal levels, affiliated with NCTE. The two organizations share office space and staff, including this position.

Key Duties/Responsibilities:

- Provide support and technical assistance to local, state and national organizations to defeat anti-transgender legislation at the local, state, and federal levels, as well as to pass pro-transgender legislation at these levels by engaging transgender and allied communities, occasionally traveling to different parts of the country when the pandemic conditions allow.
- Organize actions to generate constituent contacts to elected officials, such as phone banks, postcard campaigns, letter writing initiatives, and hearing testimony.
- Conduct outreach to influential institutions such as healthcare associations, educational organizations, and sports associates to support transgender rights.
- Organize community rallies, typically in coalition with other organizations, against anti-transgender or other governmental actions.
- Along with the communications staff, help create written and video content to motivate and train trans people, their families, and allies to take action at the local, state and national levels.

- Organize, train, and mobilize transgender people, their families, and allies to vote and otherwise participate in elections, including specific elections that NCTE Action Fund prioritizes.
- Organize the programming, recruitment for, and logistics of transgender lobby days or similar congressional education activities in Washington, DC.
- Respond to constantly shifting daily events and priorities with strategic thinking and planning and humor and enthusiasm.
- Manage tracking systems for supporters.
- Represent the organizations in coalition work.

Qualifications:

- **Note:** NCTE is open to candidates who are early in their careers, as well as those with decades of experience. For an experienced candidate, the position title as well as duties of the position may be changed accordingly.
- **Electoral Experience:** At least one cycle of experience in field operations, as a community or field organizer for a non-profit or a political campaign, or another community mobilization experience. Familiarity with state and/or national campaigns highly desired.
- **Community Familiarity:** Experience working with both the transgender and broader LGBTQ communities, as well as an understanding of the dynamics between different communities within the overall progressive and LGBTQ movements is desired.
- **Understanding Racial and Economic Justice:** A nuanced understanding of racial and economic justice and systems of inter-connected oppressions and how these issues show up in organizing.
- **People Person:** Enjoys talking to people, listening to people talk, and helping people through decision-making and generally counseling them through challenges in their work.
- **Project Leadership:** Experience in planning and executing projects or initiatives, including collaborating with colleagues to ensure projects are completed on time.
- **Self-direction:** Takes initiative and is ambitious to ensure that all projects are moving forward and solving problems as they come up.
- **Communications:** Strong overall written and oral presentation skills, and the ability to communicate with people of various backgrounds and experiences.
- **Knowledge:** Understanding of field or community organizing and campaigns, and ideally, planning events.
- **Optimism:** An optimism that is unwavering, with a can-do attitude and a problem-solving orientation, and the assumption that most people are also trying to improve the world.
- **Strength and persistence:** The ability to be exposed to transphobia and other kinds of discrimination or stress on a daily basis and keep fighting hard for transgender equality. The ability to help community members facing similar challenges in their own advocacy.
- **Collaborative Spirit:** Ability to work as an integral part of a team of hard-working, energetic professionals, taking input from a diverse group of colleagues.
- **Time Management and Detail Orientation:** Excellent organizational, prioritization, and time-management skills, detail-oriented, including ability to manage multiple tasks independently.

Salary and Benefits

For many years, NCTE has maintained high-level benefits and competitive salaries. For this position, the salary range is \$50,000-\$70,000 with the candidate's skills and experience determining where they fall in the range. However, for candidates with more than 10 years of experience, salaries above this range may be considered. NCTE offers a strong, generous benefits package that includes 100% employer-paid health, dental, and vision insurance, employer contributions to retirement, pre-tax Metro benefits, paid holidays, vacation, sick and volunteer time off. For information about salary, benefits, and working at NCTE, see <https://transequality.org/about/jobs>.

Location

The Community Organizer is a full-time position which can be located in Washington, DC or within a 3-4 hour drive or train ride. For applicants who reside outside of this area, NCTE offers assistance with relocation expenses. *Note: The health of our community is important, especially during the COVID-19 crisis. We anticipate this position starting as remote.*

Application and Timeline

Apply via our Applicant Portal at: <https://secure.entertimeonline.com/ta/NCTE.careers?CareersSearch>. Please, no calls. For more information about timeline and what to expect during the application process, see <https://transequality.org/about/jobs>.

Equal Opportunity

The National Center for Transgender Equality is an equal opportunity employer. For our full EEO policy, see <https://transequality.org/about/jobs>.

NCTE is committed to creating a diverse staff made of people who are hardworking, kind, optimistic and committed to social justice from all segments of the transgender and allied communities.

Transgender people, including non-binary people, people of color, people who were formerly incarcerated, and people with disabilities are particularly encouraged to apply.

NCTE provides reasonable accommodations for the application, interview, or any other aspect of the employee selection process to applicants with disabilities. Please contact us via our confidential medical email at accommodations@transequality.org so your request can be handled appropriately and confidentially.