



Climate Action Organizer *May 2024*

Position: Climate Action Organizer

Status: Permanent, Full-Time, 40 hrs per week

Reports to: Executive Director, Vermont Conservation Voters

Location: Flexible (within VT)

Schedule and Compensation: The starting salary range for this position is between \$43,000 and \$47,000, plus a generous benefits package that includes:

- An \$18,000 annual stipend that may be used for pre-tax benefits (e.g., health care) or taken as salary;
- 18 days of vacation with less than three years of service / 24 days after three years, two personal days, 12 paid holidays, and sick time;
- After 6 months of service, opportunity to contribute to a SIMPLE IRA retirement plan with up to 3% employer match;
- Flexible and hybrid work schedule.

Position Overview:

Vermont Natural Resources Council, in collaboration with its strategic partner, Vermont Conservation Voters, is seeking a passionate and dedicated organizer to support our policy, electoral and grassroots campaigns, volunteer management, and outreach. This role will be focused on community and public engagement, grassroots organizing, and campaign management and advancement.

Key Responsibilities:

- Collaborate closely with our policy, program, and election teams to help organize and implement policy and electoral campaigns
- Conduct direct outreach through canvassing, phone banking, and attending local events, and help organize and facilitate community, regional, and statewide events
- Assist in networking and building relationships and capacity in communities, including through our Vermont Energy and Climate Action Network (VECAN) and Association of Vermont Conservation Commissions (AVCC) collaborations.

- Help organize and implement community-led energy and climate campaigns, including issue-oriented campaigns such as a Weatherize, Solarize, or Heat Pump campaign, working closely with key partners and communities
- Build and maintain relationships with volunteers and assist with volunteer recruitment and ongoing engagement
- Communicate organizational values and priorities by developing materials, organizing webinars, updating the website, and through other communication tools
- Undertake coalition-building effort and work to identify and strengthen relationships with other Vermont nonprofits, businesses, stakeholders and community leaders who can be effective partners
- Manage contact database using EveryAction and NGP VAN software

Qualifications

- At least one year of organizing, political campaign, and/or community engagement experience.
- Interest in environmental issues in Vermont, including basic knowledge of priority issue areas: climate action, clean energy, clean water, toxic chemical reforms, healthy forests, and sustainable communities
- Demonstrated commitment to advocating on behalf of Vermont's people, communities, and environment
- Excellent communication and organizational skills, with strong attention to detail and follow-through
- Ability to think and plan strategically
- Ability to successfully work as part of a team and manage time and duties while working independently
- Friendly and able to maintain professionalism when interacting with those with conflicting views
- Ability to multitask and meet deadlines
- Experience with EveryAction/NGP VAN software preferred, but not required
- Availability to travel around Vermont, and work some nights and weekends
- Possess a valid driver's license
- Experience with the following:
 - Event planning and organizing;
 - Public engagement, public speaking and giving presentations;
 - Working with an advocacy organization or political campaign; and/or
 - Canvassing and phone banking

To Apply:

To apply, please send a single PDF document with a letter of interest, resume, and three references to Alex Connizzo, aconnizzo@vnrc.org with the subject line “Climate Action Organizer”. All submissions will be treated confidentially. **The deadline to apply is June 7, 2024**, but applications will be reviewed on a rolling basis.

VNRC and VCV are Equal Opportunity Employers and strongly encourage applications from candidates whose identities have been historically underrepresented in the environmental movement, including people who identify as Black, Indigenous, Hispanic or Latino, Asian or Pacific Islander, or people of color; people from marginalized economic backgrounds; and people living with disabilities.

About Vermont Natural Resources Council

As Vermont’s oldest independent environmental advocacy organization, VNRC works from the grassroots to the Legislature to advance policies, programs and practices that strengthen the foundation upon which Vermont’s economy thrives — vibrant communities and healthy downtowns, clean and abundant fresh water, working farms and forests, wild places, a healthy population, clean energy, and climate action.

About Vermont Conservation Voters

Founded in 1982, Vermont Conservation Voters (VCV) is a non-partisan, non-profit, statewide, environmental organization working to elect environmentally-friendly candidates to public office. We endorse candidates for public office who have a track record of supporting our environmental values. Via political action committees, we help elect endorsed candidates using a range of strategies including financial support, mail, canvassing, and coordinating phone banks. We advocate for strong environmental laws and hold elected officials accountable for the decisions they make affecting our air, water, wildlife, land, communities, and health.