



Title: Coquitlam Community Organizer
Start Date: ideally by September 5, 2023
Terms: Full-time 35 hrs/week, at least 6 month position
Salary: \$25.96/h
Location: Coquitlam, based from home

Job description:

Neighbours United is a non-profit community-driven organization that brings together local residents to protect the natural environment while building just, equitable, healthy, and livable communities. Neighbours United coordinates hundreds of volunteers and outreaches to rural, small town and suburban residents each year to build sustainable communities and defend nature.

Neighbours United is the first group in Canada to develop a deep engagement canvass program, and the first group anywhere to complete a long-term deep canvass on climate and energy. Deep engagement canvassing, or deep canvassing, is a transformational practice for having vulnerable, emotional, and nonjudgmental conversations that decrease polarization and move people to become more in favour of an issue.

The Coquitlam Community Organizer will support the Senior Deep Engagement Organizer to develop and run a deep canvassing program with our community partners on building support toward a zero carbon building policy in Coquitlam. The Organizer will support an ongoing deep canvassing program that includes engaging English and Mandarin speaking communities in having deep canvass conversations, collecting and tracking data, regularly evaluating and tracking learnings, recruiting volunteers, retaining and organizing volunteers to develop capacity and leadership, developing and running training programs, and organizing escalating action-taking by residents. The position may be extended beyond the initial 6 month commitment, depending on campaign needs and funding.

Neighbours United practices employment equity and is dedicated to building a workforce that reflects the diversity of our community. We welcome applications from Indigenous Peoples, Black People, People of Colour, women, people with disabilities, youth, members of the LGBTQ2SAI+ communities, new immigrants, refugees, or members of other minorities.

Neighbours United is committed to a safe work and volunteer space for everyone. All staff and board members have completed anti-oppression training. All new staff are required to complete anti-oppression training upon starting with Neighbours United if they have not previously completed similar training in the past two years.

Neighbours United is a Living Wage Employer. **Employment benefits include:**



- 2 weeks paid vacation (prorated), with flexibility around dates to accommodate staff needs
- Supply technology hardware
- 5 paid sick days
- Paid Statutory holidays including Boxing Day and Easter Monday, and additional consideration for days of cultural or religious significance
- Flexible work hours/work-life integration
- Paid time for leadership and organizer training
- Paid time for organizational justice, equity, diversity and inclusion training
- Hours tracking and time off enforced
- Opportunity for position advancement within the organization

The position is ideally based in Coquitlam. At minimum, travel will be required to participate in, train and lead deep canvass programs, as optimal canvassing turf is identified, and relocation may be required, depending on the program's needs.

Responsibilities:

- Recruit, organize, coordinate, and train volunteers to support in educating and engaging members of the public on zero carbon building
- Research and write solutions communications and reports
- Support tracking the metrics of the program within the organization's database
- Support website development, content updating and other communications
- Participate in leadership development and anti-oppression trainings
- Meet regularly with the supervisor and supporting staff
- Participate in mandatory organizational development activities, like individual donor fundraising
- Follow workplace health and safety protocols
- Other duties as assigned by Senior Deep Engagement Organizer

Desired Skills and Experience:

- At least six months experience in the engagement organizing/distributed leadership/snowflake model, community organizing, campaigning, canvassing, and/or leading trainings and developing training content is required
- Experience with social work, crisis support, or trauma-informed care preferred
- Experience with Keela, CallHub, Microsoft office (Excel), Google workspace, and other data analyzing and mapping software preferred
- Fluent in English required, and fluency in Mandarin preferred
- Demonstrated commitment and passion to environmental justice and its intersections
- Ability to work with diverse people and organizations
- Proven strong interpersonal, conflict resolution and communication skills



- Able to accurately record results of conversations in a data tracking database and contribute to debriefs that support team in learning from canvass interactions
- Comfortable talking with people with diverse viewpoints and actively listening without judgment to what they have to say
- Willing to share vulnerable experiences from your life
- Enthusiastic about learning, risk-taking and willing to make mistakes in the process
- Ability to be emotionally resilient during work hours for this position
- Able to work evenings and weekends – this is a key requirement of successful community organizing and will be required once the program launches
- Access to reliable transportation and valid driver's license
- Extensive travel may be required
- Legally entitled to work in Canada

To apply:

Applicants are encouraged to identify in their applications if they are Indigenous Peoples, Black People, People of Colour, women, youth, people with disabilities, members of the LGBTQ2SAI+ communities, new immigrants, refugees, and/or are members of other visible minorities.

Interviews will be conducted on a rolling basis with the intention to hire as soon as possible.

Send a cover letter **and** CV to jessica@neighboursunited.org with the subject line reading "Coquitlam Community Organizer Application" We thank all who apply and only those considered for the position will be contacted for interviews.