



Lead Community Organizer

About the Urban Creators and Life Do Grow: The Urban Creators is a North Philly based organization that uses food, art, education, and community organizing as the means to nurture resilience, self-determination, and equity in North Philadelphia. Since 2010, we have transformed 2 acres of land into Life Do Grow – an urban farm, neighborhood creative commons, and artistic venue for radical self-expression. In 2023 and beyond, our collective will deepen the impact of our public programs and projects while cultivating stronger ties with our surrounding community. We do this by supporting the emergence of a new generation of growers, artists, educators, healers, organizers, and entrepreneurs – roles that are essential to our mission and neighborhood, and values-aligned to our Six Pillars of Sovereignty.

Position Overview: We are excited to welcome an experienced Lead Community Organizer to join our team and lead base-building, engagement, and organizing initiatives that foster the necessary alignment to address critical community concerns. This role is central to our work as we continue to explore new and meaningful ways to build sovereignty in North Philadelphia, particularly as our community faces challenges related to food injustice, displacement and gentrification, economic opportunity, and community cohesion. The primary responsibilities of our Lead Community Organizer include 1) building and strengthening relationships with local community members, stakeholders, and partners; 2) growing and facilitating business of our Community Advisory Board, and 3) facilitating community resource sharing. Secondary responsibilities include 4) developing “green organizing” strategies and partnerships that build land & food sovereignty and resist displacement/gentrification, 5) supporting and actively promoting our public programs and events, and 6) nurturing the growth of emerging young organizers.

We are looking for a values-driven change agent to join our collective who has a passion for uplifting those most directly impacted by the systemic injustices facing our community. Ideal candidates have the organizing experience to build a base of informed and involved neighborhood residents and stakeholders, the capacity to envision and support community programs and initiatives, and the diligence to coordinate partnerships and actions that build equity, self-determination, and community sovereignty in North Philadelphia, where Life Do Grow.

Roles & Responsibilities: This position serves as manager for the Organizing Team. The roles & responsibilities of our Lead Community Organizer will include, but are not limited to:

- Serving as the Urban Creators primary liaison with, point of contact for, and convener of community residents, partners, stakeholders, and allies
- Collaborating with, and managing the overall vision and impact of the Organizing Team to:
 - Maintain and build strategic partnerships with local stakeholders, RCOs, CDCs, elected officials, and other community organizations.
 - Support ongoing community programs and events (such as Neighborhood Beautification, Pantry Distribution, Mobile Market, Community Food EDU, etc)

- Plan and facilitate monthly Community Advisory Board meetings; collaboratively set agendas, build inclusivity, and expand the C.A.B.'s size and scope
- Actively promote UCs programs and events to community members and partners (via neighborhood bulletin boards, social media, door-to-door outreach, flyer distribution, and community listserve emails)
- Recruit local vendors, artists, educators, healers, and gardeners to get more deeply involved with Urban Creators' programs and initiatives.
- Gather input from neighbors to continuously inform our current and future programs and organizing priorities.
- Developing a vision and plan for Community Resource sharing at Urban Creators
- Developing programs and a knowledge base that will support the skill-building and development of young and/or emerging organizers
- Conducting all work through a lens of "green organizing;" striving to connect neighbors and partners to Life Do Grow, food & land sovereignty principles, and community power & cohesion; while resisting the displacement and fracturing of local networks that accompany gentrification
- Managing and leading the Organizing Team; stewarding the overall programming vision, budget, and delivery.

Required Knowledge & Experience

- 2+ years of experience with community organizing and facilitation, preferably in Black or BIPOC communities
- A collaborative approach to leadership, partnership development, and community organizing
- Understanding of and interest in community-based efforts to build a more just world
- Ability to successfully manage and support groups that come together across race, class, gender expression, age, sexual orientation, and ability
- Personal energy, enthusiasm, compassionate curiosity, and demonstrated commitment to UCs mission
- Comfortable working in a range of work environments, including outdoors and remotely; in groups/teams and alone; with flexible/adapting schedules.
- Strong facilitation experience, problem-solving capabilities, communication, and project management skills
- Ideal candidates have lived experience with urban communities of color addressing systemic inequities – BIPOC applicants are strongly encouraged to apply, as are members of our North Philadelphia community.

Schedule & Compensation: This will be a salaried position of 40 hours/week with an annual salary between \$40,000-\$44,000, commensurate with experience. Urban Creators offers additional stipends to go towards transportation and healthcare/self-care, along with generous leave time allowances. We are also willing to discuss a part-time role (approx. 30 hours/week) for qualified candidates who have additional obligations, yet are dedicated and aligned to this work.

Application Process: Please submit application materials to jobs@phillyurbancreators.org. We will review applications and conduct interviews on a rolling basis with an anticipated start date in March/April 2023. Your application should include:

1. Your resume or CV;
2. A cover letter that speaks to who you are, what skills and experience you hope to bring to the Urban Creators team, why you are passionate about BIPOC communities, land/food sovereignty, and collaborative organizing/base-building, and why you think you would be a good fit for this position;
3. Contact information for 2 professional references, plus 2 people from communities or groups you have done organizing work with;
4. Any relevant videos, art, reports, music, letters of recommendation, photos, etc. that speak to your experience and passion. We welcome creativity!

The Urban Creators is committed to building a team that reflects the diversity of our North Philadelphia Community, and to creating an inclusive environment for all employees and members of our collective. We are an equal opportunity employer, and as such, encourage women, BIPOC, LGBTQIA+, and individuals from other historically underrepresented or marginalized groups to apply. Urban Creators does not discriminate on the basis of race, color, sex, sexual orientation, gender identity, religion, national or ethnic origin, age, disability, veteran status or any other legally protected factor.