

Founded in 2000, FIERCE is a membership-based organization building the leadership and power of lesbian, gay, bisexual, transgender, and queer (LGBTQ) youth of color in New York City. We develop politically conscious leaders who are invested in improving ourselves and our communities through youth-led campaigns, leadership development programs, and cultural expression through arts and media. FIERCE is dedicated to cultivating the next generation of social justice movement leaders who are dedicated to ending all forms of oppression.

We are seeking applicants for the Organizer Position

Deadline – Applications will be accepted until 2/15/2011

The Organizer is responsible for the outreach, recruitment, and retention of FIERCE members. The Organizer provides strategic guidance in the development of organizational base building plans, coordinates members of the Outreach Team, supervises & mentors Base Building Interns, and trains and supports members in conducting base building.

PRIMARY RESPONSIBILITIES

Work with member committees and Base Building Interns to develop and implement base-building plan, including but not limited to the following activities:

- **Street outreach** – Conduct consistent street outreach on Christopher Street, the Pier, and other key areas where new members can be recruited. Support Outreach Team (OT) to do street outreach and follow up.
- **Organizational and GSA workshops** – Facilitate workshops at key LGBT youth service organizations (drop-in centers, homeless services where there's LGBT youth programming, etc.) and schools that engage LGBT youth of color on what FIERCE is about and how they can get involved.
- **Social Media Outreach** – Develop and coordinate online outreach opportunities for events and meetings at FIERCE.
- **Base-building Events** – Work with members to develop and execute plans for FIERCE base-building events
- **Monthly Membership Meetings** – Coordinate monthly membership meetings and outreach to ensure member attendance
- **Follow-Up**– Work with OT and staff to develop more systematic ways to ensure follow up of new contacts, current members and lapsed members. Coordinate regular phone banking and other follow up strategies.
- **New member Orientation & Member Tracking**– Coordinate and conduct individual and group new member orientations. Track members' involvement in our database and hard copy systems.
- **Evaluation** – Work with the OT to evaluate our base-building plan, specific activities based on initial goals set, as well as staff and members responsible for implementing plan. Change and improve base-building plan as needed based on evaluation.

SECONDARY RESPONSIBILITIES

Leadership Development / Membership Development Support

- Develop and facilitate trainings related to outreach & base-building. For example: facilitating “cold contact outreach” workshops in our Leadership Development Program (ELP).
- Help implement strategic membership development and retention plan.

- Work with members to evaluate and membership structure and hold processes for changes as needed.
- Work with Leadership Development Coordinator on monthly events by ensuring outreach is done for the event and logistical support when needed.
- Support members to develop criteria for receiving FIERCE Identification cards and evaluate criteria annually. Print out new member Id's as needed.
- Provide referrals and advocacy to members as needed.

Campaign Support

- Work with Lead Organizer to coordinate base-building activities with campaign activities (e.g. – getting members or potential members involved in actions, postcard mailings, petition signature gathering, sign/t-shirt making).
- Work with Lead Organizer to facilitate outreach components of Campaign Steering Committee meetings when needed (e.g. – mobilizing members and potential members to actions).
- Work with Lead Organizer and members to create and implement campaign strategies.
- Develop and execute outreach plan and provide logistical support for pier programming to ensure good turnout and implementation of FIERCE's Save Space Saves Lives campaign victory

Movement Building Work

- Represent FIERCE at the NYC Association of Homeless and Street-Involved Youth
- Represent FIERCE with Lead Organizer on the Kiki Coalition
- Connect our base-building and movement goals to our coalition work.
- Coordinate member involvement in the coalitions.

Qualifications:

- Commitment to FIERCE's mission, vision, & values including racial, economic, and gender justice values and self-awareness practices.
- Familiarity and direct experience with FIERCE's constituency of LGBTQ youth of color.
- 1-2 years community and/or youth organizing experience
- Strong verbal and written communication skills
- Excellent people and relationship building skills
- Proven commitment to racial, gender, social, and economic justice
- A passion and interest in member development work
- Proficiency with Microsoft office software (Microsoft word, excel, mail, etc)

Desired but not required:

- Intermediate grasp of base building skills & theories of base building practice
- Experience developing and executing a base building plan
- Experience with campaign strategy development and implementation
- Proficiency with Photoshop or other design software
- Familiarity with the use of Mac operating systems

Position information, schedule, reports to how to apply, work schedule

This position is a full-time salaried position with excellent medical, dental, and optical benefits and paid vacation. Salary is commensurate on experience. The general work schedule is 12 – 8pm, however, the schedule varies depending on the activities of the organization. The position requires travel periodically as well as working some weekends. The Organizer reports to the Lead Organizer.

How to apply

Please forward a cover letter and resume to: OHC@fiercenyc.org In the subject line please write: "2011 Organizer Hiring Committee".

Or send via mail to:

FIERCE | Attn: 2011 Organizer Hiring Committee
147 West 24th Street 6th floor
New York, NY 10011

Deadline to apply is: February 15th, 2011

FIERCE is an equal opportunity employer. People of color, women, transgender people, people with disabilities, and young people are strongly encouraged to apply.

No phone calls please. We will only contact applicants we intend to interview.