



## **JOB OPPORTUNITY**

### **Boston Organizer**

#### **About AHMA**

[Abundant Housing Massachusetts](#), Inc. (AHMA) is a 501(c)(4) non-profit housing advocacy organization formed in 2020. AHMA believes that Massachusetts is for everyone. Our mission is to stand up for abundant housing for all in communities across Massachusetts. We drive policy at the state and local level by identifying pro-housing changemakers, building the power of local organizers, and connecting a statewide network.

[AHMA's vision for Massachusetts](#) is to create, sustain, and enhance:

- Abundant housing for all;
- A housing market that lets people move when they want, where they want, not when they have to;
- Communities with racially and economically diverse residents;
- Development patterns that facilitate low/no-carbon lifestyles; and,
- Education on effective organizing tools to overcome our history of racial segregation.

We are dedicated to expanding housing availability in the City of Boston. We envision reaching greater affordability and equity in the housing market by reducing the barriers to new housing of all kinds, for all our citizens and for every phase of life: workforce housing to ADUs, to missing middle housing to starter homes and everything in between.

The AHMA network encompasses hundreds of members statewide and over a dozen affiliate organizations/coalition partners across the state who are advocates for housing in their own communities. To make AHMA's vision a reality, AHMA builds the capacity of our network to enact pro-housing changes at the local level. AHMA's work is empowered by a team of six, three active volunteer committees and a committed board of directors.

#### **Job Description**

Job Opening: Boston Organizer

Number of Openings: 1

Status: Full-time

Time Frame: Applications will be accepted and candidates will be interviewed on a rolling basis with a goal of onboarding the organizer in September 2023.

AHMA seeks a Boston based organizer to help drive its [pro-housing policy agenda](#) by organizing existing AHMA members, building coalition with key partners and community stakeholders, and executing educational and grassroots organizing tactics to build public support and awareness for zoning reform in Boston.

This position would work closely with AHMA's Boston Committee, made up of dedicated member volunteers, to build public support for zoning reform, using the *The Housing Abundance Amendment* as a zoning petition and strategic framework.

*The Housing Abundance Amendment (HAA)* would reform the City's outdated zoning code by removing key impediments to public, affordable, and market-rate housing citywide. This amendment was developed through a participatory process with AHMA members.

With oversight from the Executive Director and in collaboration with the Associate Director of Operations, the Boston organizer will be responsible for developing and implementing AHMA's organizing, outreach, and educational strategies within the city of Boston.

Key tasks include, but are not limited to:

- Identify and develop the leadership of new and existing potential grassroots pro-housing champions in targeted Boston neighborhoods.
- Coordinate local pro-housing leaders and support them in executing various organizing strategies based on local conditions and needs including coordinating advocacy campaigns targeting municipal elected and appointed officials.
- Provide direct support to grassroots leaders in targeted communities, including but not limited to: developing organizational structures and strategies for small to medium sized grassroots organizations, designing outreach/educational templates for effective communications, conducting power mapping, and managing constituent databases and digital organizing tools.
- Facilitate learning opportunities via organizer training and workshops with the purpose of sharing organizing best practices, building leadership capacity and skills, and community/relationship building
- Plan and execute base-building activities in coordination with local leaders to help increase the number of grassroots advocates supporting organization and the housing abundance amendment.
- Plan and execute educational events, in coordination with local leaders, to increase public awareness of the importance of zoning reform and increasing housing production, as well as

the current and historical conditions that led to housing segregation in Boston and Massachusetts.

**Desired Qualifications:**

- Commitment to the AHMA mission, vision, and to the importance of addressing the housing supply and affordability crisis.
- At least 2-3 years experience in electoral/political campaign field work, community organizing, or issues-based advocacy, preferably within the city of Boston.
- Familiarity with housing policy, land use planning, zoning, real estate development, or urban policy or planning is a plus.
- Familiarity with Boston specific policies, programs and political framework is a plus.
- Strong equity analysis and practice with an understanding of how racism, and other forms of oppression, impact systems, relationships, culture and one's own lived experience.
- Experience facilitating groups both in-person and online and prioritizing inclusion of all voices, experiences, and backgrounds
- Experience tracking volunteer engagement in a database, particularly with NGP Van or EveryAction
- Excellent Communications skills with some experience managing website applications such as Wordpress
- Ability to interact positively with a wide breadth of people, including AHMA members and volunteers, municipal leaders, elected officials, and the general public including those who may be opposed to our work.
- Proven ability to foster leadership development, recruit and retain volunteers
- Strong written and verbal communications skills
- Highly organized and comfortable tracking deadlines, details and moving multiple projects simultaneously

**Many folks who are impacted by biased professionalism standards, such as women, LGBTQIA+, BIPOC, immigrants, and individuals with disabilities, tend to only submit an application if they meet every requirement listed. At AHMA, we are always looking for enthusiastic candidates who are the best fit for the role, both culturally and through experience. If you believe you'd be a good addition to our team, we look forward to your application!**

**Salary and Benefits**

This is an exempt, Full-time position with an annual salary of between \$70,000 and \$80,000.

Benefits include health, dental, and vision insurance, retirement plan with employer match, unlimited Paid Time Off plus 10 paid holidays per year, commuter benefits, technology benefits and opportunities for employee professional development.

AHMA is a hybrid work environment with staff splitting time between work-from-home and co-working in a downtown Boston location. This position does require living locally with the ability to participate in in-person events on a regular basis.

**To apply, please submit a cover letter and resume (both are required) to**  
[jobs@abundanthousingma.org](mailto:jobs@abundanthousingma.org)

*Abundant Housing MA is proud to be an equal opportunity workplace and an affirmative action employer. We value diversity, equity, and inclusion and are committed to equal employment opportunities regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or Veteran status.*