Overview

DSNI is a nonprofit community-based planning organization founded in 1984, and is the direct result of residents from Roxbury and North Dorchester coalescing around community revitalization. DSNI’s mission is to empower Dudley residents to organize, plan for, create, and control a vibrant, diverse and high-quality neighborhood in collaboration with community partners. Residents led a comprehensive visioning process which has resulted in the rebuilding of the community. Unique in this effort was (1) the structuring of a board of directors to include a resident majority; (2) the creation of a neighborhood master plan, subsequently adopted by the City of Boston, which envisioned the area as a new Urban Village, that included new housing and an infrastructure of public amenities; (3) the acquisition of vacant land through the power of eminent domain; and (4) the creation of a community land trust, which owns land in perpetuity and protects housing and community amenities against future destabilizing market forces.

Today, DSNI is nationally recognized for its track-record in neighborhood revitalization efforts and its comprehensive approach to community and economic development. Our organization is currently focused on four strategic areas of work: (1) Development Without Displacement – resistance to trends of “gentrification”; (2) Youth Voice – building the skills of young local leaders who will become the next generation of adult leaders; (3) Neighborhood Development – continuation of comprehensive initiatives with full leadership from local residents; and (4) Resident Empowerment – continued skill building and mobilization of local leaders to be the voice of the community.

Responsibilities

Reporting to the Executive Director and as a member of the senior management team, the Director of Community Organizing is responsible for leading the organizing strategies for DSNI and managing a staff of community organizers in the creation and implementation of organizing efforts which align with the strategic goals of DSNI. DSNI staff work collaboratively and strategically with staff of Dudley Neighbors Incorporated (DNI), the community land trust established by DSNI and a subsidiary of DSNI.

Neighborhood Development (30%)

- Oversee and facilitate the DSNI Sustainable Development Committee (SDC) to review and evaluate neighborhood development projects, and, to ensure proposed development projects are aligned with community priorities
- Partner with the senior management team and other staff, in the coordination of community oversight and resident engagement in, the Upham’s Corner Arts and Innovation District, with particular attention and support of activating the Dudley Neighbors Inc. community building for community use
- Lead and facilitate the Greater Boston Community Land Trust Network (GBCLTN), including monthly meetings, trainings, and consultation on land trust matters
• Represent DSNI and the community at-large on the City of Boston’s 24-member Opioid Task Force; participate and engage in monthly meetings and act as a conduit for residents of the Roxbury/North Dorchester communities

**Community Outreach and Resident Engagement (30%)**

• Oversee community outreach efforts to residents around initiatives, inclusive of, but not limited to: civic engagement, housing, jobs, public safety, and economic development as well as other issues as identified by residents
• Lead efforts to advocate for quality jobs and training opportunities for local residents and community benefit agreements on development projects
• Work with education and housing partners on *Building Holistic Educational & Employment Pathways (BHEEP)* and *Family Led Stability Pilot (FLSP)* initiatives
• Develop, cultivate and maintain relationships with DSNI partners, stakeholders, and advocates inclusive of, but not limited to: City of Boston, local schools, community organizations and neighborhood associations

**Staff Management (20%)**

• Provide consistent developmental support and guidance to staff – ensuring that they have the tools, skills, and information necessary to be successful
• Oversee the development of quarterly work plans by team members
• Support the implementation and bi-annual completion of staff evaluations

**Strategic Leadership (20%)**

• Work with the board and senior leadership team to provide leadership, strategic and tactical direction to fulfill DSNI’s mission, vision, and values
• Support the fundraising efforts of the organization, including review of proposals and reports related to work and participation in funder site visits and other fundraising events

**Additional Responsibilities**

• Support the strategic direction of the Dudley Neighbors Incorporated (DNI) community land trust model as an innovative, viable, and necessary vehicle for resident control and permanent affordable housing
• Support communication efforts including review and development of press releases, regular newsletter articles and social media
• Represent DSNI at public meetings and events as needed
• Partner with the Executive Director in essential internal leadership activities, research, administration, and organizational development planning
• Support improvement of internal systems and develop thought leadership around specific topics and emerging practice areas relevant to community organizing

This is an excellent opportunity for a motivated and detail-oriented individual who wants to make a significant positive impact in the community while gaining a broad set of experiences relevant to senior-level leadership.
Qualifications

- Personal commitment to DSNI’s mission, vision, and values, including the power of resident voice and control, and development without displacement
- Minimum 5 years community organizing experience; minimum 3 years staff management and strategic planning experience
- Experience with social advocacy, social action planning, base-building and activation
- Successful experience training, supervising and developing staff
- Strong public speaking, meeting facilitation, and writing skills
- Excellent organizational skills and ability to meet goals and strict deadlines
- Experience working with and engaging youth preferred
- Strong emotional intelligence skills
- Proven ability to work effectively with people from diverse racial, cultural, religious, and socioeconomic backgrounds
- Willingness to work flexible schedule, including some nights and weekends
- Bachelor’s degree required
- Master’s degree preferred – re: MPA/MPP, MSW, MBA
- Bilingual English/Spanish or Cape Verdean Creole strongly preferred

Salary range for this position is $65,000-$75,000 annually, depending on experience. DSNI offers a comprehensive benefits package. To be considered, interested applicants must submit a cover letter and resume by email to hr@dsni.org with “Director of Organizing” in the subject line. No telephone inquiries or recruiters please. DSNI is an Equal Opportunity Employee.