



JOB OPPORTUNITY

Regional Organizer

About AHMA

[Abundant Housing Massachusetts](#), Inc. (AHMA) is a 501(c)(4) 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.

Job Description

Job Opening: Regional Organizer

Number of Openings: 2

Status: Full-time

Time Frame: Applications will be accepted and candidates will be interviewed on a rolling basis with a goal of hiring by January, 2023.

AHMA seeks two (2) Regional Organizers to help guide the implementation of the organization's [MBTA Communities organizing and education program](#), providing education, technical assistance, and leadership development for grassroots pro-housing advocates in Massachusetts cities and towns included in the new "MBTA Communities" law. Regions of focus may include, but are not limited to: Metro Boston urban core, Metrowest, North Shore, Central MA (Worcester area), and the South Shore.

Passed by the legislature and signed by the Governor in 2021, the MBTA Communities law (Section 3A of MGL c. 40A) requires 175 municipalities in the MBTA service region to adopt at least one zoning district where multi-family housing is allowed by right. AHMA believes this law is a critical step forward to addressing MA's severe housing crisis, driven by a shortage of at least 200,000 homes statewide, by creating the zoning conditions where more moderately priced homes can be built in more communities near public transit and walkable neighborhoods. Unfortunately, a number of municipalities are questioning their need to meet their legal obligation to comply with the zoning mandate of this law, the effectiveness of which depends on widespread compliance across the 175 impacted "MBTA communities."

With oversight from the Executive Director and in collaboration with the Statewide Organizer, and consultants, the Regional Organizers will be responsible for developing and implementing AHMA's educational, outreach, and organizing strategy in a portfolio of MBTA Communities. Key tasks include, but are not limited to:

- Implement AHMA's model campaign strategy in 3-7 targeted MBTA communities, adapting general framework to specific conditions of each community
- Identify and developing the leadership of new and existing potential grassroots pro-housing champions in targeted communities
- Coordinate local leaders and supporting them in executing various campaign strategies based on local conditions and needs
- 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 compliance with the MBTA Communities law in each targeted community
- Plan and execute educational events, in coordination with local leaders, to increase public awareness of the importance of the MBTA Communities law, as well as the current and historical conditions that led to housing segregation in Massachusetts and the need to zone for more multifamily housing throughout the region

Desired Qualifications:

- Commitment to the AHMA mission, vision, and to the importance of the MBTA Communities law
- 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.

- At least 4 years experience in electoral/political campaign field work, community organizing, or issues-based advocacy
- 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
- Familiarity with housing policy, land use planning, zoning, real estate development, or urban policy or planning; familiarity with these areas in Massachusetts is a plus
- 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

As no single applicant is likely to have all of the desired qualifications, applicants with relevant experience or transferable skills in some or most of these areas, and a willingness to expand their skill set should feel comfortable applying.

Salary and Benefits

This is one year full time grant funded position with an annual salary of between \$70,000 and \$80,000, with high probability for renewal pending grant continuance. Benefits include health, dental, and vision insurance, retirement plan with employer match, unlimited Paid Time Off plus 10 paid holidays per year, 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 travel through eastern and central Massachusetts to participate in in-person events on a regular basis.

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 opportunity regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or Veteran status.

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