



## Codman Square Neighborhood Corporation (CSNDC) Lead Organizer

CSNDC seeks a self-motivated, experienced Lead Organizer to help build a base of resident leaders – an “Equity Army” - to advocate for housing, economic and racial justice within the Codman Square/Four Corners/South Dorchester neighborhoods of Boston and beyond.

**About CSNDC:** We are a grassroots community organization committed to developing affordable housing and fighting for racial and economic justice by building community power, especially of low-and moderate-income communities of color in Dorchester. We achieve this by developing resident leadership, organizing the community, promoting economic mobility services, and advocating for local energy, environmental and transportation justice. We build collective power to effect systemic change and transform community. CSNDC serves primarily Codman Square and South Dorchester which houses over 50,000 residents, the majority of which are low-to-moderate income people of color. CSNDC has prioritized base-building, alongside aggressive expansion of its affordable housing development, as the two “North Stars” of our strategic plan that places co-empowerment, collective action, and systemic transformation at its core.

**About CORE:** The Community Organizing & Resident Engagement (CORE) department engages residents and develops leaders within our community who can identify community priorities, lead initiatives and actions, and advocate for community needs with elected officials and policy makers. We empower leaders to use their voice and collective power to effect positive change, and hold CSNDC accountable to our stated mission, vision, and values.

**About The Position:** We currently have an opening for a Lead Organizer with considerable experience and knowledge leading campaigns, facilitating leadership development, and building relationships with community members and stakeholders. The Lead Organizer will support CSNDC’s efforts to train and build an equity army to implement advocacy campaigns on key issues related to racial equity, transit, housing access, and land use among other community and CSNDC-identified issues. This position is an exciting opportunity for the right individual to take the lead on issues by creating and implementing an outreach plan for base-building, host and attend trainings, community meetings and one-on-ones. The Lead Organizer will also conduct research to gain a better understanding of issues and participate in city, state and civic engagement and leadership development activities as well as other duties as required. The position will directly support the Director of CORE and the CORE team to develop, implement and track an annual workplan to reach departmental goals. This position reports directly to the Director of CORE and is currently operating on a hybrid remote/in-office schedule.

### Responsibilities of the Role

- Responsible for the overall day-to-day community organizing, base building, networking, and resident mobilization within assigned neighborhood sectors and CSNDC buildings.
- Undertake regular outreach including door-knocking, one-on-one meetings, tabling, and community meetings with community stakeholders (e.g., residents, business owners, etc.)
- Identify and develop resident leaders through organizing and implementing one-on-ones, and Resident Leadership Institute training series, resident & affinity group meetings, and other forms of resident engagement.
- Develop at least 20 leaders annually and measurably support and develop their leadership based on their engagement in organizing campaigns.
- Cultivate relationships with community residents from a variety of cultures and ethnicities, as well as build and/or strengthen relationships with partners, stakeholders, and CSNDC residents to bring about positive social change.

- Assist Director of CORE in training and supporting staff to implement the work to build, develop and deploy leaders in action-oriented work and campaigns, with a strong emphasis on housing justice.
- Track and document organizing campaigns
- Assist the Director of CORE with hiring, training, CORE staff and supervision of volunteers
- Serve as the point of contact for CORE staff in the absence of CORE Director
- Serve as a liaison between CSNDC and external stakeholder groups
- Develop and implement strategic neighborhood outreach plans and approaches; implement innovative ways to provide information and recruit residents for leadership development, advocacy campaigns, community cohesion activities and other initiatives.
- Support the development and implementation of issue-oriented campaigns that further CSNDC's long-term goals and objectives.
- Work with and in a leadership role with CORE staff to implement special projects and initiatives, as well as track and report on project outcomes.
- Ensure accurate, timely reporting and data entry of activities, to identify progress toward meeting goals and objectives. Submit data and narratives for weekly, monthly, quarterly, and annual reports.
- Represent CSNDC as needed at collaborative, coalition, and community meetings. Represent CSNDC in work with a range of allied organizational partners and institutions.
- Other related duties.

### **Qualifications**

- Excellent verbal, written, listening and organizational skills.
- Strong understanding of organizing/mobilizing principles with at least 3-5 years of community organizing or related experience.
- Demonstrated record of success in leadership development as well as formulation and implementation of organizing campaigns.
- 1-2 years progressively responsible experience of staff support work
- Proven commitment to social justice, diversity, equity, and inclusion, with a demonstrated capacity to connect with individuals across racial, ethnic, cultural, religious, gender, sexual orientation, ability, and other identities.
- Ability to analyze, synthesize, and communicate on a variety of information sources that are useful to people with various learning styles, backgrounds, and life experiences.
- Availability to work some evenings, and periodic weekends.
- Ability to lift 20 –25 lbs. This is required when there are events/activities for tables and chairs.
- Must have the ability to walk or otherwise have mobility to go at least 1 mile when door knocking
- Good working knowledge of Office 365 Suite software programs
- Familiarity with working with databases and CRM.
- Bilingual in English and another language predominant in CSNDC's service area is preferred.
- College degree is preferred.

### **Compensation and Benefits**

The base salary for this position is \$70K. CSNDC offers a competitive benefits package.

### **How to apply**

Please take some time to explore our agency's programs and mission on our website [www.csndc.com](http://www.csndc.com). If this is the right fit for your skills and interests, then email a resume, cover letter, and a list of three references to [Jobs@csndc.com](mailto:Jobs@csndc.com) by October 3, 2025 with Lead Organizer Application in the subject line.