

Boston Neighborhood Community Land Trust

550 Dudley Street, Roxbury, MA 02119

www.bnclt.org

Resident/Neighborhood Organizer

JOB DESCRIPTION

Boston Neighborhood Community Land Trust (BNCLT) seeks to hire a Resident/Neighborhood Organizer to further its agenda to put community housing into the hands of low-income neighbors and residents living in Dorchester, Mattapan, and Roxbury.

Mission and Description of Organization

BNCLT works to combat displacement by creating permanently affordable, community-controlled housing in the Boston area, with a geographic focus on Roxbury, Dorchester, and Mattapan. BNCLT builds neighborhood stability, housing equity, and community strength among low- and moderate-income residents most at risk of displacement; and through the collective strength of partners working toward a shared, equitable, and just future.

BNCLT was originally founded as the Coalition for Occupied Homes in Foreclosure (COHIF), and transitioned into a CLT in 2019. With a community and resident-led Board of Directors and the support of the affordable housing, tenants' rights, and solidarity economy movement, BNCLT is evolving to serve as a model of resident ownership and community control where housing is a right, not a profit vehicle. Our board consists of CLT tenants, allied community members, and organizational representatives, with people of color holding the majority of director positions. Our BNCLT residents also play a significant leadership role in how we manage our properties through our Stewardship Committee and regular monthly meetings. We are building this model from the ground up and the Resident/Neighborhood Organizer will play a key role in helping us advance the work.

BNCLT is on a strong growth path, and we are excited to grow our team.

Job Description

The Resident/Neighborhood Organizer will work with existing BNCLT residents and emerging new neighborhood leaders to build collective power, learn about CLT models through peer education, and build neighborhood and policy campaigns that result in moving properties out of the speculative market and into the hands of the community through the CLT. Through virtual and in-person visits and meetings, the Organizer will expand BNCLT's base of leaders through active relationship building and leadership development.

We seek candidates who embrace our mission, and bring a sense of humor and passion to their work. This position will report to the Executive Director.

The Organizer's job scope will cover the following areas:

- 1. CLT Resident Organizing:** The Organizer will work with existing resident leaders, as well as engage new CLT residents to participate in monthly resident meetings, CLT governance, actions, and other activities. In addition, the Organizer will work with veteran CLT resident leaders to host workshops and orientation sessions for new BNCLT residents, neighbors, and other community members to educate and train people on the CLT model. This is a peer to peer, popular education model to help people grow their understanding and leadership in order to become community ambassadors of CLTs. This work will help reinforce the work of BNCLT's Stewardship Committee, which is led by residents and board members of BNCLT. The organizer will also work with residents to establish pathways to building personal and collective equity and assets.
- 2. Neighborhood Organizing:** The Organizer will work with community groups to identify neighborhoods and properties of concern where tenants are at risk of displacement. This collaboration will lead to property-specific campaigns, in which the Organizer will work closely with tenants, partners, and allies to develop and execute strategies that keep the properties in the hands of the tenants. This work will directly inform and connect with BNCLT's bigger agenda to acquire at-risk properties to be preserved as permanently affordable on the Land Trust. This also includes activating lots and other community gathering spots to encourage neighborhood stewardship and ownership. This can be through community gardens, public art, or other ideas generated in the community.
- 3. Policy Organizing:** The Organizer will connect the local, neighborhood-specific agenda with broader policy campaigns relevant to our work. For example, pushing to pass City and State legislation that reinforces our anti-displacement agenda. The Organizer will participate in coalition meetings targeted to these broader policy agendas, and will help mobilize action and support through BNCLT's base of leaders and members.
- 4. Membership and Communications:** The Organizer will help build CLT's base of members, and will manage BNCLT's communications using EveryAction platform, website, and social media outlets to communicate with BNCLT's growing network of members, participants, and supporters.

Desirable Qualities

- Can comfortably manage multiple tasks and projects independently
- Has at least 2 years of experience doing community outreach, organizing and leadership development, with demonstrated successes
- Has an understanding or background in popular education

- Demonstrates strong interpersonal skills and commitment to a relational approach to building and reinforcing partnerships
- Has strong oral and written English communication skills, with fluency or language proficiency in Spanish, Haitian Kreyol, Cape Verdean Kriolu, or Portuguese a plus.
- Computer literate in social media, Microsoft Office suite, and standard database systems
- Experienced working with people of diverse social and economic backgrounds
- Comfortable working with a range of people in a community based nonprofit environment
- Ability to work some evenings and weekends

Salary and Benefits: The position is full-time. The salary range is \$60,000-\$65,000 depending on experience. We offer a competitive, comprehensive benefits package.

How to Apply:

Please submit a cover letter, detailing your qualifications for this position, along with a resume to: [hiring@bnclt.org](mailto: hiring@bnclt.org) with **Resident/Neighborhood Organizer** in the subject line.

We will review all applications on a rolling basis until position is filled. For more information about BNCLT, visit our website: www.bnclt.org

BNCLT is an Equal Opportunity Employer