



Dudley Street Neighborhood Initiative (DSNI)
Senior Community Organizer
Job Description

Overview

DSNI/DNI is a nonprofit community-based planning organization founded in 1984 as the direct result of residents from Roxbury and North Dorchester coalescing around community revitalization. A comprehensive visioning process ensued which led to 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, which DSNI/DNI received from the City of Boston to implement its master plan; and (4) the creation of a community land trust, which owns in perpetuity all the land redeveloped under the master plan and protects what has been built against future destabilizing market forces.

Today, DSNI/DNI is nationally recognized for its track-record in neighborhood revitalization efforts and its comprehensive approach to community and economic development. Our 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. 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 participation by local residents, including the ongoing planning of a new Arts & Innovation District in Dorchester’s Upham’s Corner; and (4) Resident Empowerment – continued skill building and mobilization of local leaders to be the voice of the community.

The Senior Community Organizer will work closely with other DSNI staff, Board, resident leaders and partner organizations to further the strategic goals of DSNI. The Organizer will work collaboratively with staff of Dudley Neighbors Incorporated (DNI), the community land trust established by DSNI and a subsidiary of DSNI. The position reports to DSNI’s Executive Director and the responsibilities include:

Neighborhood Development

- Support 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 other staff and community partners, in the coordination of community oversight and resident engagement in, the Upham’s Corner Arts and Innovation District
- 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 City and community-based initiatives and participate and engage in meetings and act as a conduit for residents of the Roxbury/North Dorchester communities

Community Outreach and Resident Engagement

- Lead 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 collaborative initiatives
- Build and maintain partnerships with neighborhood associations and community partners

Other Responsibilities

- 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
- Support Executive Director and Resource Development around fundraising
- Supervise two Community Organizers

Qualifications

- Personal commitment to DSNI's mission and values, including the power of resident voice and control and development without displacement
- At least 3-5 years community organizing experience
- Excellent organizational skills and ability to meet goals and strict deadlines
- Strong public speaking and writing skills
- Strong interpersonal and relational skills
- Proven ability to work effectively with people from diverse racial, cultural, religious and socioeconomic backgrounds
- Strong meeting facilitation skills
- Social media and media relations experience a plus
- Willingness to work flexible schedule, including some nights and weekends
- Experience working with or engaging youth
- College degree preferred
- Bilingual English/Spanish or Cape Verdean Creole strongly preferred

Salary is negotiable 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 "Senior Community Organizer" in the subject line. No telephone inquiries or recruiters please. No telephone inquiries or recruiters please. DSNI is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law.