



Fenway Community Development Corporation Community Organizer – Job Description

Fenway Community Development Corporation (FCDC) is a non-profit membership organization that develops affordable housing and works to achieve greater residential stability and diversity in the Fenway neighborhood. We engage residents of our buildings and the Fenway in community organizing and planning, to develop affordable housing, and to advocate for services for low and moderate-income residents. We envision the Fenway as an urban village – a model of smart growth and equity in which both residential and institutional neighbors thrive. We see our community organizing as a vital component of this vision. www.fenwaycdc.org

Responsibilities:

Community Organizing

- Build leadership capacity of neighborhood residents by conducting one-on-one's, strategy meetings, and connecting residents with leadership opportunities.
- Develops strategy for and advances FCDC campaigns by facilitating strategy meetings, engaging residents, and planning and implementing actions. Campaigns include local issues related to housing, public transportation, new developments, etc.
- Staff the Organizing Committee by co-facilitating monthly meetings, recruiting new members, and engaging current members.
- Participate in neighborhood organizations and coalitions with compatible goals and values, including planning and advocacy for the preservation and development of affordable housing.

Communications

- Develop organizing communications content such as e-newsletters and social media posts.
- Regularly monitor social media accounts and implement best practices to increase engagement.

Other

- Serve on internal committees such as: Membership, Social Media and Racial Housing Justice.
- Support FCDC-wide activities such as: community events and annual meetings.
- Collaborate with other CDC departments such as resident services and housing to ensure overlapping initiatives are strategically aligned.

Qualifications:

- 1-3 years of experience in community organizing, leadership development, or affordable housing.
- Ability to develop leadership skills, particularly within communities of color and working class.
- Must demonstrate an ability to work independently and develop plans and strategies to address community needs.
- Have a deep commitment to social justice and anti-oppressive practices.
- Be flexible while remaining grounded in the needs and priorities of the community.
- Able to assess and navigate formal and informal power systems to build community power.
- Strong organization, prioritization, and tracking skills.
- Willingness to work a flexible schedule including some evenings and occasional weekends.
- Oral and written bilingual strongly preferred: Mandarin, Russian or Spanish.



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Salary and Benefits

- Full-time, 40-hour/week, exempt position with a salary range in the low \$40,000s with a generous benefits package including health, dental, and vision insurance; paid sick, vacations and holiday leave; and 401(k) matching.

To apply, please email a resume and thoughtful cover letter to projects@fenwaycdc.org.

Fenway CDC is an Equal Opportunity Employer