



Director of Organizing Job Profile and Description

Center for Transforming Communities (CTC) reimagines community engagement as a social design lab (community change organization) that works closely with residents and institutions to support equitable community change work and causes. We build neighborhood democracies to channel shared decision-making practices that support the resiliency of the neighborhoods in which CTC serves. Our community organizing practices are intentional, from our efforts to minimize the adverse impact of community development to our recognition of the need for both power and capacity building support to residents. Because of this, our community transformation role is valued by a diverse consortium of partners, residents and funders.

Overview

The Director of Organizing will build an active, socially conscious, grassroots leadership base that spans the urban areas of Memphis, TN and steers community efforts towards a resident-driven public health agenda. They will manage CTC's organizing team of Connectors in place-based engagement efforts; design and implement strategic organizing and outreach plans; coordinate special projects and develop tactical engagement tools; and consistently represent the vision of CTC's neighborhood resilient hubs in cultivating both the residential and institutional voice.

Essential Duties and Responsibilities

- 1) **Public Wins & Systems Change:** *with residents and community-based orgs, change the extractive policies and practices of institutions to ones that fortify and/or preserve communities of color.*
 - a) Provide visionary leadership to position CTC to advance a resident-driven policy agenda in Memphis and across the Midsouth. (*ie. Memphis City-wide land Trust, guaranteed income pilots, varying social determinants of health frames for holistically developing communities*) This will be done through grassroots organizing skills, including the ability to plan, lead, implement and direct others, specifically, CTC's various networks of Connectors, Field Organizers, Resident Leaders, creatives & healers.

- 2) **Narrative Shift & Campaign Development:** *with residents and community-based orgs, develop a unified agenda across sectors that challenges harmful narratives and uplifts liberatory narratives.*
 - a) Build and systematize CTC's campaign strategy and political action work. Where necessary, develop forums and workshops staff can conduct to help members decide when political action is necessary.

3) Base Building & Member Recruitment: *with working class residents and youth across CTC Hubs, recruit new members through door to door outreach, visits, house/church meetings, planning outreach and organizing activities; build power alongside and within residents.*

- a) Manage and grow existing strategic partnerships with aligned, values-driven organizing groups committed to transformative education and power-building. Serve as an organizational representative in CTC's partnerships with movement and local organizations. This includes representing CTC at key meetings, coalitions, community events, public forums, and legislative and agency hearings to maintain effective relationships and build support for CTC campaigns.
- b) Manage staff organizing team (Connectors) to support a multi-neighborhood campaign for Memphis. Each Connector develops campaigns through resident meetings and actions, responds to immediate needs of resident leaders through mutual-aid networks, and builds resident leadership through specific roles and committee work.
- c) Align programs such as the Resident Leadership Academy, Measuring Love Fellowship, resident blight teams, micro-grant resident projects, and community-led cornerstone events like the Douglass Juneteenth and Binghampton International Festivals to build on each other towards individual and interpersonal transformations and systems change.

4) Leadership & Staff Development: *on a variety of organizing topics including political education, civic engagement, base-building, narrative shift, 1:1 engagement, root-cause analysis, public speaking, power mapping, issue cutting, neighborhood development strategies, and field organizing tactics.*

- a) Oversee the organizing staff in gathering stories, recording weekly logs & SOAP notes, and the creation of programming that builds the base, shifts narratives, and wins public gains.
- b) Mentor CTC staff and model the organization's organizing framework (*individual, interpersonal, and systems change*) by conducting weekly one-on-one meetings with full-time organizing staff. These staff recruit resident leaders to join CTC's membership development ecosystem. By year-end 2025, the goal is to successfully develop at least 30 resident hub members (4-6 leaders per hub).
- c) As a part of the leadership team, support comprehensive organizational alignment between operations, resource development, data collection, organizing strategies and internal/ external communications.
- d) Champion CTC's mission and work in Memphis along with other staff and the CTC board and other duties as assigned.

Minimum Requirements

1. 10+ years of work experience in systems change, neighborhood development and/or community organizing.

2. Affinity for artists and the creative sector (ie: creative place-making and cultural place-keeping).

Desired Qualities and Skills

1. Demonstrated skill and passion for community building, community development, community organizing and culture sharing
2. Strong administrative skills
3. Motivated by the desire to make a difference in the lives of others and a vision of them living at their full potential
4. Compassionate and respectful of people of diverse backgrounds and perspectives (cultural, social, economic, and religious)
5. Good interpersonal and communication skills: able to express ideas clearly, listen with sensitivity, and build trusting relationships
6. Demonstrated emotional maturity: able to work under difficult and changing conditions
7. Resilient and capable of remaining steadfast and patient in times of emotional stress and resident frustration
8. Resourceful and adaptable: able to seek out (research) needed resources and use different approaches/methods, with a willingness to learn
9. Analytical, problem-solving skills
10. Demonstrated proficiency in basic technologies
11. Ability to give, accept, and respond to feedback in a constructive manner.
12. Knowledge of other languages (not required, but helpful)

Necessary Experience(s)

1. Volunteer or work experience with a community-oriented organization is required.
2. Small or large group leadership or process facilitation experience is required. (Examples of leadership might include student council, bible study group, ESL class, or a Scout Troup)
3. Previous participation in community development learning/training is preferred.
4. Managerial experience is preferred.

Physical Demands

Necessary physical skills are directly related to duties and responsibilities described above. Reasonable accommodations will be made to enable individuals with disabilities to perform the essential functions.

Reporting

The Organizing Director will report to the Executive Director of the Center for Transforming Communities.

Work Conditions

- The job requires many evening and weekends in order to attend neighborhood meetings, events or to meet project deadlines. Hours are moderately flexible in order to maintain a full-time, 40 hour work week.
- Use of a personal vehicle will be required for the purpose of off-site/neighborhood meetings with stakeholders or partner agencies.

Compensation

FT position; based on experience \$65,000-\$70,000; benefits include medical, dental, and vision insurance.

CTC Vision:

Equity

CTC Vision:

Cultivate neighborhood democracies.

CTC's Core Values

- Diversity, equity and inclusion
- Mutual and reciprocal relationships of trust
- Participatory, collaborative, collective action
- Focusing on capacities, assets, and strengths
- The importance of history, heritage, and local culture
- Visioning, organizing, action, reflection, change