

**Job Title: Senior Grassroots Organizer**

**Department:** Programs, Advocacy and Action (PAA)/ Advocacy and Strategic Communications Unit

**Reports to:** Director, Advocacy and Strategic Communications

**Position:** Exempt, Full-Time (35 hrs/week)

**Grade:** 7 (Bargaining Unit)

**Location:** Cambridge, MA

**Summary:**

UUSC is a human rights organization with the belief in the inherent worth and dignity of all people. UUSC strives to advance human rights, dismantle systems of oppression, and uplift and affirm the inherent worth and dignity of all people. We center the voices and experiences of those most affected and strengthen those grassroots groups and movements who are organizing themselves to advance these goals.

The Senior Grassroots Organizer grows, sustains, engages and mobilizes UUSC activist constituencies, working with and motivating supporters and allies to advance and achieve shared human rights goals. The Senior Grassroots Organizer works within the UUSC team focused on engagement and mobilization for advocacy. The Organizer is anticipated to play a key role in UUSC's work to address displacement, climate justice, and humanitarian crisis response and to contribute towards migrant justice/criminalization initiatives.

**Essential duties and responsibilities may include but are not limited to:**

- Lead engagement and mobilization with varied UUSC constituencies for social justice and human rights goals, advancing advocacy and engagement strategies and initiatives that increase UUSC's impact.
- Identify, recruit, and engage congregations, activist networks, and individuals to be part of UUSC human rights movement work.
- Conduct extensive outreach (members, supporters, allies, and individuals affiliated with key UUSC constituencies), build relationships with key UU leaders, and build and support robust strategic volunteer activist networks that help drive action to advance UUSC and our partner's shared human rights goals and objectives. Constituencies and allies include the UUSC Ministerial Leadership Network, UU State Action Networks, ministers, congregational lay leaders, congregations, grassroots partner organizations, individual and online activists, and faith leaders.
- Manage and support the UUSC Ministerial Leadership Network. Collaborate with the congregational giving program liaison on activities, such as Guest at Your Table and Justice Sunday.
- Design and implement engagement and mobilization strategies and tactics that will advance human rights priorities and provide robust range of engagement opportunities and build the capacity for effective organizing and advocacy among members and congregations. Serve on internal cross-functional strategy team(s) for priority issues, playing key role in plan of action to achieve intended human rights outcomes.
- Provide organizing support to strategic local and state campaigns through base-building, coaching, and facilitating stronger collaboration between UU congregations/activists and grassroots partners.
- Write, produce, and edit engagement and mobilization material, such as action kits, newsletters, blogs, social media and web content, and how-to materials on specific tactics or issues. Develop and implement, internal and external tools, such as action kits, materials, or newsletters, to inspire or support engagement and mobilization.
- Track, analyze, report on and assess engagement strategies using database and technology to prioritize constituencies & geographies, piloting, and testing new ways to engage; develop appropriate metrics for evaluating the effectiveness of our campaigns, volunteer opportunities, and engagement initiatives.

- Contribute to monitoring, learning, and evaluation of engagement and mobilization initiatives to assess engagement and advocacy impact.
- Perform other tasks and duties as needed or required.

**Qualifications:**

- Leader of organizing, engagement, and mobilization to engage supporters and achieve impact. At least 8 years of experience planning and winning mobilization initiatives or campaigns on social justice and international human rights issues. Deep commitment to organizational mission.
- Accomplished strategist, with ability to link organizing and campaigning tactics, to engage and mobilize for advocacy. Experienced in creating and implementing strategies, with ability to develop, innovate, and drive tactics.
- Demonstrated significant experience in grassroots organizing, with demonstrated ability to build people power to realize social change and achieve impact. Able to tailor engagement methods to experience level of different constituencies.
- Excellent skills in building and maintaining relationships. Experience working with ministers, faith leaders, congregations, and coalitions. Accomplished team leader.
- Experienced leading engagement and mobilization for advocacy focused at local, state, national, and/or international targets. Plus for faith-based organizing background.
- Excellent communication skills, the ability to work independently and be highly self-motivated, demonstrate creative problem-solving and excellent professional judgment, possess resiliency and ability to work in a rapidly changing and fast-paced environment.
- Demonstrated commitment to human rights and social justice, and a solid working knowledge of Unitarian Universalism or other liberal religious tradition.
- Experienced in learning, monitoring, and evaluation methods.
- Can travel 25% of time.
- College degree required; Master’s degree strongly preferred.

**Compensation and Benefits:**

**Starting Annual Salary:** Competitive salary based on experience (starting annual salary between \$76,000 to \$84,000 per year).

**Employment Benefits:** UUSC offers a generous benefits package including: health, dental, and life insurance, STD/LTD, 403(b) tax deferred annuity, retirement plan with 9% of salary contribution to pension plan after 1 year of job retention, flexible spending plans for medical and dependent care, commuter allowance, and generous paid time off.

**Non-Discrimination and Equal Employment Opportunity:** UUSC is highly committed to the principle of equal opportunity in employment. People of color, LGBTQIA individuals, and people from other diverse communities are encouraged to apply.

Interested candidates may email a cover letter and résumé in confidence to: [employment@uusc.org](mailto:employment@uusc.org) or mail to: Unitarian Universalist Service Committee (Attn: Director of Human Resources) 689 Massachusetts Avenue, Cambridge MA 02139

For more information about the Unitarian Universalist Service Committee, please visit UUSC Website at: [www.uusc.org](http://www.uusc.org)