

## **About the Boston Cyclists Union**

The Boston Cyclists Union (BCU) is helping Bostonians lead healthier lives by promoting the everyday use of the bicycle for transportation. We do this through organizing and advocating for better bike infrastructure at a local and regional level, offering free bike repair and teaching bike repair, and building community through rides and events.

Our fast-growing, 1,200+ member grassroots organization is one of the most active and effective transportation advocacy groups in Metro Boston. The Boston Cyclists Union works to increase ridership in Boston, Cambridge, Somerville, and Brookline. We aim to connect our homes, parks, schools, paths and business districts with a network of low-stress bike routes including quiet neighborhood streets and protected bike lanes so that people of all ages and abilities feel safe and comfortable riding a bike. We see our organizing as connected to other struggles for environmental justice, mobility justice, and housing justice and are in a process to determine what that means for our everyday work. We also recognize that institutionalized and systemic racism have impacted the way our cities were built and which projects continue to be prioritized and are fighting for an equitable distribution of resources and safe cycling infrastructure for everyone.

## **About the Position**

The Community Organizer will engage the public in the Boston Cyclists Union's mission, campaigns, and story. They will work with all parts of the organization (staff, board, members, interns, and volunteers) to assist with the development and implementation of the Boston Cyclists Union's Bikeways for Everybody campaign, and ongoing reactive campaigns, and to win support for key bicycling infrastructure improvements.

The Community Organizer will work with local leaders, community groups, and businesses, to gather neighborhood input, grow grassroots and grasstops support, build consensus around progressive bike infrastructure and policies in the Boston area, and achieve the goals which are most important to people who bike and want to bike. The Community Organizer will facilitate and help plan monthly working group nights of the Activist Group and/or Programming Group, as well as campaign-specific meetings, new member sessions and trainings.

The Community Organizer will report to the Director of Organizing. The Organizer will work closely with the Director of Organizing on campaign strategy and execution, leadership development, volunteer coordination and building relationships. The Community Organizer will also work with the Membership and Events Coordinator and the Executive Director to plan large- and small-scale events to grow membership, write content for the Union Rider (monthly newsletter), and create social media posts and Action Alerts.

## Responsibilities:

- Cover 2-4 of Boston's neighborhoods (and possibly parts of Cambridge, Brookline or Somerville) for our organizing and advocacy work. This involves identifying and building leadership from local residents and supporting them to plan and execute advocacy campaigns for better road designs and policies
- Develop BCU member leaders to champion changes in the bike network through outreach, 1:1s and relationship building, planning and facilitating local meetings and conducting organizing trainings
- Support planning of and facilitation of monthly working group meetings
- Attend Bike-to-Market as an ambassador and to forge connections with residents who seek bike repair help and learn of changes they'd like to see on our streets
- Maintain existing and build new relationships with Neighborhood, Civic and Business Associations, Community Development Corporations, grassroots organizing groups and other bodies with the goal finding connections to build a broader movement for mobility justice and transportation choice
- Coordinate volunteers in executing campaign strategies, including (but not limited to) creating and distributing petitions, canvassing, collecting bike stories, tabling, leading rides and more
- Create Action Alerts to notify membership and community of important public meetings to attend and other advocacy actions to take to build campaign support
- Create flyers and other content for campaign materials and BCU marketing
- Speak at public meetings and other events on behalf of the BCU
- Help staff plan and execute fundraising events
- Supervise BCU interns

## Desired qualifications:

- Deep commitment to the Boston Cyclists Union mission, vision and values
- Minimum 2 years experience in community organizing (could include youth organizing, student organizing, labor organizing, political organizing, decentralized movement organizing, etc)
- Proven ability to build leadership into volunteer roles, creating a scalable network of volunteers.
- Demonstrated track record of successful campaign planning and campaign wins
- Experience incorporating the perspectives of multiple communities, including communities of color, and how power dynamics impact decision-making processes
- An understanding of the impacts of institutional and structural racism and bias and commitment in incorporating this analysis into organizing strategy

- Willingness and ability to work evenings and weekends to attend public meetings, events, conduct outreach and one on ones
- Desire to work as part of a team, including group reflection, receiving and giving feedback and honoring the strengths/passions of all team members
- Knowledge and experience using Facebook, Twitter and other forms of social media
- Enthusiastic about bringing new ideas, strategies, and connections to a young and growing organization
- Impactful public presentation and comfort facilitating and speaking to groups
- Strong interpersonal and relational skills, excellent communicator, and a commitment to working respectfully with individuals of different races, ethnic groups, socioeconomic backgrounds, and life experiences
- Proficiency with Microsoft Word, Excel and Google docs
- Extra points for working knowledge of Salesforce, Constant Contact, Vertical Response, Wordpress, Canva, Illustrator (for renderings), Asana, and/or Adobe Creative Suite
- Bilingual abilities are a plus, but not required

Knowledge of bike advocacy is not required, but an interest in learning every aspect of it is.

### **Salary and benefits**

This is a full-time, exempt position with an annual salary of \$38-\$43k/year based on experience. Benefits include a health care stipend (exploring options to provide health insurance), a bicycle commuter benefit, reimbursement for cell phone use, paid vacation plus all federal holidays, and a commitment to training and professional development opportunities.

We are open to candidates that are the right fit in a part-time capacity with a scaled-down list of job responsibilities.

### **How to Apply**

Send a cover letter and resume to [jobs@bostoncyclistsunion.org](mailto:jobs@bostoncyclistsunion.org). Please include "Community Organizer, YOUR NAME" in the subject line of the email, and **where you saw the job advertised**. LGBTQI and people of color are strongly encouraged to apply.

Applications will be considered until the position is filled, with preference given to applications received by January 25th, 2019.

The Boston Cyclists Union is an equal opportunity employer and does not discriminate on the basis of race, ethnicity, age, religion, gender identification, disability status, sexual orientation or political orientation.