



Director of Organizing Job Description

ABOUT DSNI:

Dudley Street Neighborhood Initiative (DSNI) is a thirty-five year old resident-led organization whose 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. The organization was born out of the desire of residents to reclaim and take control of their neighborhood, which at the time was suffering from illegal dumping, lack of city services, and overall disinvestment and neglect caused by local and national policies that encouraged redlining, speculation, and segregated housing patterns.

DSNI's strategic plan focuses on Development without Displacement that is driven by Youth Voice and Resident Empowerment ensuring there is sustainable Neighborhood Development. Within this plan, there are robust objectives that include gathering additional land and development under community control, supporting resident leadership to ensure community priorities and benefits are reflected in local development projects, and utilizing creative placemaking strategies to strengthen community voice and participation in development planning processes. The organization is also focused on ensuring youth have a voice and seats at decision-making tables so they are fully incorporated in the development of the community. All of this is supported by advocacy efforts at a local and citywide level to create economic opportunities and affordable housing for low-income families. The vision is that the Dudley neighborhood sustains itself as a vibrant urban village where low- and moderate-income families and businesses can thrive and prosper and enjoy the benefits of combined efforts to revitalize the community.

Responsibilities

Reporting to the DSNI Executive Director and as a member of the senior management team, the Director of Organizing is responsible for leading the organizing strategies for the organization and managing staff community organizers in the creation and implementation of efforts that further the strategic goals of DSNI. Specific responsibilities include:

- Supervising, coaching and development of staff community organizers.
- Annual preparation of workplan and evaluation of organizing staff.
- Overseeing outreach efforts to residents around DSNI initiatives, including housing, economic development and others identified by residents.
- Supporting residents in developing organizing strategies and campaigns around neighborhood issues they identify.
- Developing mechanisms to increase board and youth involvement in organizing and advocacy efforts.
- Developing and maintaining relationships with community organizations, neighborhood associations, and city staff.

- Supporting the DSNI Sustainable Development Committee to review neighborhood development projects to make sure they are in line with neighborhood priorities.
- Providing support to the Greater Boston Community Land Trust Network through facilitation of monthly meetings, training and consultation on land trust matters and ongoing support.
- Coordinating community oversight of, and engagement in, the *Upham's Corner Arts and Innovation District*, to ensure that redevelopment of the district meets the community's vision and needs.
- Support the strategic direction of Dudley Neighbors Incorporated (DNI) Community Land Trust, the subsidiary organization of DSNI that moves forward the community's vision of resident control of land and permanently affordable housing, including collaborating closely with DNI staff.
- Leading DSNI efforts to advocate for quality jobs and training opportunities for local residents and community benefit agreements on development projects.
- Coordinating with Executive Director and Resource Development around fundraising, including review and editing of fundraising proposals.

Qualifications

- Personal commitment to DSNI's mission and values, including the power of resident voice and control and development without displacement
- At least 5 years community organizing experience
- Successful experience recruiting, training, supervising and developing organizing staff
- Demonstrated strategic thinking and political analysis skills
- Experience working with or engaging youth
- 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
- College degree preferred
- Bilingual English/Spanish or Cape Verdean Creole strongly preferred

Salary range for this position is \$65,000-\$75,000 annually, 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 "Director of Organizing" in the subject line. No telephone inquiries or recruiters please. DSNI is an Equal Opportunity Employee.