



JOB ANNOUNCEMENT — January 2010

Alternatives for Community & Environment (ACE) seeks a full time **Co-Organizer/Director** for the Roxbury Environmental Empowerment Project (REEP). ACE is a nonprofit environmental justice organization based in Roxbury, MA. ACE builds the power of lower income communities and communities of color in New England to eradicate environmental racism and classism and achieve environmental justice. We believe that everyone has the right to a healthy environment and to be decision-makers in issues affecting our communities. ACE organizes residents to identify and coordinate campaigns around critical environmental justice issues.

REEP is a youth-led, environmental justice, community organizing program. REEP builds youth leadership, community, and power to fight for environmental justice. Environmental justice provides a framework for young people to name and understand the systems of oppression in their surroundings, and to work for solutions to the problems that they experience on a daily basis. During the school year, REEP works with 2-3 public high schools to conduct in depth, student-led, community action projects.

The Co-Organizer/Director for REEP coordinates and oversees all aspects of the program with the other Co-Organizer/Director, including supervising youth organizers, developing workplans and budgets, and implementing the workplans.

Responsibilities (included but not limited to):

- **Support Youth Led Organizing Campaigns and Community Action Projects:** Support the participation and leadership of Youth Organizers in youth-led organizing campaigns and in schools community action projects.
- **Leadership Development:** Assess training needs to develop and provide training for Youth Organizers. Maintain and implement Youth Organizer basic training curriculum. Provide additional leadership development opportunities through hands-on experience, including conducting environmental justice tours and workshops.
- **Supervision and Program Administration:** Coordinate recruitment process for youth organizers. Hire (and fire if necessary) youth organizers. Create program workplans with youth organizers. Maintain personal development plans for each youth organizer and support personal development goals through training, hand-on experience, and referrals to other resources. Facilitate program planning and draft workplans for Executive Director Approval. Draft program budget for Executive Director and monitor and approve program expenditures.
- **Program/Organizational Planning:** Participate and co-lead REEP program team planning. Participate in ACE-wide strategic planning and other organizational development processes.

Qualifications:

- Minimum three years experience in organizing and youth development
- Commitment to social and environmental justice and agreement with organizational mission and goals
- Ability to work well with diverse groups and populations
- Experience in grassroots and campaign organizing and advocacy
- Excellent communication skills- both verbal and written
- Skilled facilitator and familiarity with popular education principles
- Excellent organizational skills—good attention to detail and well organized
- Solid computer skills (familiar with Word, Excel, Internet, and database)
- Team player, self-starter, quick learner, and ability to work in fast-paced environment
- Flexibility to work weeknights and weekends
- Bilingual ability a plus

Salary: \$35,000-\$40,000, depending on experience, plus health and retirement benefits. **To apply, please send a cover letter and resume by February 5, 2010 to:** ACE, David Jenkins, 2181 Washington Street, Suite 301, Roxbury, MA 02119.

Phone: (617) 442-3343 x225 • **Fax:** (617) 442-2425 • **Email:** jobs@ace-ej.org

Women and people of color encouraged to apply.

For more information see: www.ace-ej.org