



JOB ANNOUNCEMENT

Job Title: Land Stewardship Action Fund Organizer (Temporary)

Reports To: Land Stewardship Action Fund Political Organizer, Emily Minge

FLSA Status: Exempt

Hours: 100%FTE or part-time, no less than 50%FTE; occasional work on weekends and evenings

Salary Range & Benefits: \$45,000 – \$65,000 FTE annually (Starting organizers should expect to land on the lower part of the range between \$45,000 - \$55,000) *To determine salary, we use a salary calculation system which takes into consideration nontraditional backgrounds, lived experience, community involvement, work experience, training, degrees, certifications and more.*

Land Stewardship Project's (LSP's) benefits for temporary employees include accrued PTO in years 0-2 up to 24 days off annually. When applicable, 13 paid holidays – eleven plus two floating holidays, and the weekday workdays between Christmas and New Years' Eve. Temporary employees are entitled to expense reimbursement and a \$50/month phone/internet stipend.

Location: Hybrid work from home or from one of our offices in Lewiston or Minneapolis, in addition to out in the field. This role will require travel.

Note: This is a union-eligible position with bargaining unit OPEIU Local 12.

Duration: ASAP through the end of November 2022.

Description updated: Sept 2022

Mission: The Land Stewardship Action Fund (LSAF) was founded in 2018 as a partner organization to LSP, reflecting the shared values of stewardship, justice, democracy, community, and health. Like LSP, LSAF shares a vision for rural Minnesota of fostering an ethic of stewardship for farmland, advocating for more family farmers and sustainable agriculture, promoting healthy food for all, and building resilient and racially just communities. Through LSAF we can advance our values for people, communities, and the land by identifying and supporting candidates running for office who will champion our issues and govern in deep relationship with us once elected.

Position Summary: LSAF is looking to bring on temporary staff to assist the Political Organizer to implement our grassroots, power-building electoral work and engage rural Minnesotans in the political process both as activists and as future candidates.

Some level of organizing experience is required (whether that be through issue organizing, on a political candidates' campaign, or something similar), as is a commitment to building the power of people to make a difference in society on the issues that impact them.

Strong candidates will also bring some level of understanding and/or experience in political organizing and a basic understanding of Minnesota communities and politics.

This position will also assist in planning meetings and events and developing and running plans to coordinate turnout efforts for said events. This position will last through the election in November.

Core Functions:

- Work alongside the Political Organizer and LSAF member leaders in targeted geographic areas to accomplish LSAF's campaign goals, including (but not limited to): voters contacted, volunteers trained, and member-leaders recruited.
- Engage Land Stewardship supporters in LSAF's organizing work through recruitment, training, and leadership development.
- Help to create a powerful LSAF local leadership team in a targeted electoral district that can meaningfully contribute to electoral efforts in multiple rural Minnesota communities and regions. In doing so, identify the characteristics that make those groups successful, and work to share those best practices across the organization, to build more groups over the long term.
- Advance progressive narratives and messages and work to frame the stakes of elections around our values and the right policies for small and mid-sized farms, rural communities, and the state as a whole.
- Understand and use database tools (including VAN and EveryAction) to advance LSAF's base-building work and support the long-term strategies in select target areas.

Supervisory Responsibilities: None, outside of volunteer coordination and management.

Skills/Education/Experience:

Generally, candidates for the position should be able to:

- Express and articulate their commitment to building long-term progressive power in rural communities, from the ground up.
- Express and articulate their passion for stewardship of the land, prosperous rural communities/small towns, and racial, gender, and economic justice.
- Meet people where they are and engage them in conversations and actions that work to advance a progressive vision for rural communities.
- Demonstrate good organizational skills, attention to detail and accuracy, and ability to manage time efficiently.
- Manage multiple priorities, reach goals and meet deadlines.
- Possess good communication skills and be able to support a collaborative work environment.

For electoral organizing:

- Assist with emails, letters to the editor and op-eds, mailings, social media, and other communications.
- Coordinate volunteers for phonebanks, door knocks, and turnout for events.
- Assist with recruiting and preparing Land Stewardship supporters to act as leaders in this work as they build relationships between candidates and members of their community.
- Show at least 1 year of experience in organizing.

- Show experience and proficiency with phone banking, communications, volunteer coordination, and using the VAN.

For events and meetings:

- Assist with planning, which may include developing materials, identifying and securing locations, coordinating food and beverages, making travel arrangements, and promoting through social media and press.
- Coordinate volunteers and turnout efforts.
- Attend and assist with events and meetings as appropriate.

For administration and operations:

- Understand the importance of sound data entry and utilize database tools to advance electoral organizing work.
- Demonstrate understanding of, and/or a willingness to learn, about political data and norms.
- Communicate effectively verbally, visually and in writing, across different types of media.
- Maintain a valid Class D or higher driver's license and have access to a reliable vehicle or ability to rent one. Occasional travel will be required.

Physical Demands: Occasional physical demands include setting up for events, working on mailings, tabling at outreach events and filing. This would require the ability to carry 25 lbs.; lift files; use hands to fold, stuff, seal, and stamp envelopes; open filing cabinets; and bend or stand as necessary. The physical demands also include driving.

To Apply: In ONE PDF, email your resume to jobs2@landstewardshipproject.org, with "LSAF: Election Hire & YOUR NAME" in the subject line. References upon request. Attn: Natalia Espina, HR & Operations Director. Accepting applications on a rolling basis until filled. No phone calls please.

Land Stewardship Project (LSP)/Land Stewardship Action Fund (LSAF) is an equal opportunity employer. We strongly encourage applications from Women, Black, Indigenous and people of color (BIPOC), and bilingual and bicultural individuals, as well as members of the lesbian, gay, bisexual, and transgender communities. Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, marital status, or medical condition including acquired immune deficiency syndrome (AIDS) and AIDS-related conditions.

Applicants with Disabilities: Reasonable accommodation will be made so that qualified disabled applicants may participate in the application process. If you seek accommodation, please advise in writing at the time you apply.

Women, Black, Indigenous and People of Color (BIPOC), LGBTQIA+ candidates, people with disabilities, as well as rural and urban farmers are strongly encouraged to apply.

This job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee.