



IRONBOUND COMMUNITY CORPORATION

Job Description Form

Program Name:	Environmental Justice & Community Development
Job Location:	317 Elm Street, Newark, NJ 07105
Job Title:	Environmental Justice Organizer
Reports to:	Title: Director of Organizing & Advocacy

Hours:	FLSA Status	Type of position:	Other comments:
	<input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Nonexempt	<input checked="" type="checkbox"/> Full-time <input type="checkbox"/> Consultant/Contractor <input type="checkbox"/> Part-time <input type="checkbox"/> Intern	

JOB DUTIES

The Ironbound Community Corporation (ICC) is a 50-year nonprofit organization whose mission is to engage and empower individuals, families and groups in realizing their aspirations and, together, work to create a just, vibrant and sustainable community. ICC strives to address the needs of our diverse, multi-lingual, multi-cultural community. Today, ICC serves more than 1,000 children and families every day with a wide range of programs and services. ICC also strengthens communities through advocacy, neighborhood organizing, and community development initiatives.

The Environmental Justice and Community Development (EJCD) arm of ICC engages in organizing and advocacy at the local, municipal, state and national levels, addressing issues related to environment, climate, goods movement, housing and displacement, green space, infrastructure, community planning and development, community land trusts, urban agriculture and more.

ROLES AND RESPONSIBILITIES

In this position you will be organizing and coordinating local campaigns revolving around environmental justice. You will mainly work with community members, organization partners, and staff within ICC. As an organizer, you will oversee bringing community members together, help spread the word on current issues, and help build political power to fight against these issues.

The best candidate will also have a strong relationship with Newark, and an ability to work with flexibility, and compassion.

Program Management includes but is not limited to:

- Learn about the agency, its programs and history
- Engage in deep learning about the EJCD team’s broad work and support ongoing campaigns whenever necessary
- Must have a social, economic, food, and gender justice lens
- Adopt Environmental Justice and Jemez Principles as a foundation for interactions at work and in the community
- Conduct community outreach and education on environmental justice issues such as zero waste, and just transition
- Organize residents to identify problems that affect them and pressure policy makers and corporations to address and prioritize those issues

- Be open and willing to speak with anyone from community members to the press and legislators about the ongoing work
- Practice deep listening with community members and demonstrate willingness to take direction from our base
- Organize events and meetings in relation to environmental justice work such as anti-incineration meetings, stop the sludge campaign events, etc.
- Attend and support meetings and events organized by team members
- Support other ICC initiatives and events as needed
- Understand process of policy making in Newark and New Jersey
- Attend and assist other local campaigns in relation to policy decision making and address issues that affect the community

JOB SPECIFICATIONS OR QUALIFICATIONS, SPECIAL WORKING CONDITIONS

- Strong oral and written communication skills
- History of community engagement
- History of challenging structural oppression
- Personal experience living in and/or working in a community like Newark
- Problem solving, skill sharing, transparency, inclusivity, and vision
- Commitment to supporting community
- Knowledge of environmental policy and public health issues is a plus

Core Values

ICC is animated by a core group of values, including mutual respect, empathy, fairness and transparency, commitment to excellence, and accountability.

Mutual Respect: We accept the importance of each person's rights, customs and wishes. We are courteous and supportive in all of our interactions with clients and colleagues. Examples of this value in action are:

- Maintaining an open door policy - feeling empowered to bring forward ideas and concerns in a respectful manner; and a willingness to hear the ideas of your colleague, community member, or direct manager
- Recognizing the unique contributions of each team member
- Maintaining boundaries - not everything is appropriate to share with colleagues and not all communication is right for work

Empathy: We strive to understand what others are experiencing and feeling by trying to see things from their perspectives. We are willing to give our time and energy to the community and are constantly searching for ways to improve the lives of those we serve. Examples of this value in action are:

- Participate in a culture of teamwork
- Listening with an open mind and being attentive to what others are saying, how they're doing, and their perspective
- Offering assistance and providing support when you can

Fairness and Transparency: We are committed to authentic, two-way communication, willing to listen without judgment and, with respect, express our point of view. We cherish diversity and inclusiveness, embracing the community with its input and feedback. Examples of this value in action are:

- Encouraging feedback from community members to involve them in decision making
- Sharing learning and mistakes
- Speaking honestly and not withholding important information and details

Commitment to Excellence: We provide the highest quality service possible, earning trust and exceeding expectations. We continuously learn from experience. We approach challenges with creativity and flexibility. Examples of this value in action are:

- Receiving or giving constructive criticism in order to strive for excellence
- Showing a commitment to focusing on solutions
- Apply consistent practices to move community work in a positive direction

Accountability: We are responsible for the quality and outcomes of the programs we provide, for explaining why deviations from reasonable expectations may have occurred, and for responding responsibly at all times, especially when errors in behavior or judgment have happened. Examples of this value in action are:

- Making restorations, not blame, the goal
- Continuously tracking progress to achieve results
- Leading by example and holding yourself accountable

ICC is an Equal Opportunity Employer and is committed to further building and maintaining a staff that reflects the full range and diversity of our community. Not only do we embrace and celebrate the diversity of our community members, but we also strive for the same in our employees. ICC is committed to equal employment opportunity regardless of race, color, ethnicity, ancestry, religion, national origin, gender, sex, gender identity or expression, sexual orientation, age, citizenship, marital or parental status, disability, veteran status, or other class protected by applicable law. We are looking for a diverse applicant pool and strongly encourage women of color, persons with disabilities, immigrants, members of the LGBTQ community, and people from low-income and working-class backgrounds to apply.

Salary range/Hourly for this position is **\$45,000 to \$55,000** commensurate with experience. ICC offers a competitive compensation package including health benefits, generous time off policy, and 403(b) plan. Remote work option available for this position.

If interested, please send a resume and cover letter to pmatthews@ironboundcc.org with the subject line “Environmental Justice Organizer”