



Action in Montgomery (AIM) seeks to hire a full time bilingual (Spanish/English) Organizer

Join us to make an impact alongside inspiring leaders. AIM works locally to build the people power to act and win on some of the most important issues of our time, including climate change. Our vision of a better world is one where all people have a seat at the table when decisions are made in our democracy. We believe that people—tenants, school parents, frontline workers, people impacted by the criminal justice system, and community members—have the best ideas about how to solve the most challenging problems. We have a track record of organizing so that the ideas and voices of community leaders shape laws and policies in the areas of housing, good jobs, criminal justice reform, voting, immigrant rights, education, consumer protection, community development and more.

WHY WORK FOR ACTION IN MONTGOMERY

Action In Montgomery (AIM) is a people's power organization, rooted in local congregations and schools. AIM trains and develops community leaders to act to bring about more economic justice and racial equity, to hold elected and corporate officials accountable, and to make concrete impact on issues. We organize people and money to act together to win.

- **Big Impact:** AIM has impacted tens of thousands of people through organizing power with people to shape education, housing, jobs, youth, racial equity and economic justice. AIM is a vehicle for community leaders to act together for a seat at the table to shape the state of Maryland and the country.
- **Great People:** Work alongside and in the service of a talented, visionary, inspiring, dedicated and diverse team of leaders. We take our drive to build power for the people seriously and we work hard. We take the work seriously but try to not take ourselves too seriously. We also strive to do so with joy, a sense of humor and balance.
- **Opportunity to grow:** We strive for a work culture of learning, growth and development. We strive to make sure that everyone has an opportunity to work on projects that stretch them and are deeply meaningful. While we also all roll up our sleeves to pull our weight with some more mundane tasks that need to get done too. Be a part of a team made up of interesting, smart, driven and diverse colleagues and leaders who are deeply committed to their own growth and the growth of each other. AIM is connected to a statewide, regional and national network of other like-minded organizations including the Washington Interfaith Network, Greater Cleveland Congregations, Greater Boston Interfaith Organization, and Common Ground in Milwaukee.



AIM is an equal opportunity employer. Black, Indigenous, and People of Color (BIPOC) are strongly encouraged to apply.

POSITION DESCRIPTION:

The bi-lingual (Spanish-English) Organizer will use relational organizing to identify, recruit and train volunteer leaders across race and faith, but primarily in black and brown, Spanish-speaking immigrant communities to **build more people power to address systemic inequity**. You will work with community leaders to organize campaigns to improve health, housing and environmental outcomes for black and brown communities in Montgomery County and across Maryland.

RESPONSIBILITIES:

Organize tenants through relational canvassing and one-one-one meetings, in apartment complexes that are connected to high poverty elementary schools in Montgomery County, to:

- participate in listening sessions,
- engage in community power mapping exercises,
- lead political meetings,
- lead campaigns around climate justice, health and other issues important to them;

Organize residents in rental housing for better living conditions;

Organize members of religious congregations to build multi-racial coalitions working together on equitable climate, education, housing, and transportation campaigns;

Support county-wide action team meetings and large actions at both the county and state level (both elected officials and private sector companies);

Engage in and lead professional development (trainings, workshops, reflections).

INTERESTED?

Send cover letter and resume to admin@actioninmontgomery.org. In your cover letter, please share a story where you were the principal player in making change; please include what motivated you to act and one key lesson you learned from the experience.

COMPENSATION & BENEFITS:



- Salary is based on experience, starting at \$50,000 for candidates with less than 2 years of relevant work experience and up to \$70,000 for candidates with several years of relevant work experience
- 40 to 50 hour work weeks including some evening and weekend commitments
- 15 days paid time off; additional paid holiday leave and office closures; compensatory time off options available
- Annual budget for professional development
- 403(b) retirement fund with generous contributions and no match requirements after 12 months of employment
- Up to \$10,000 each year towards health insurance premiums
- Monthly stipend towards internet, phone, as well as gas mileage reimbursement

QUALITIES OF A SUCCESSFUL BILINGUAL ORGANIZER:

1. **COMMITTED TO BUILDING THE POWER and WEALTH OF COMMUNITIES OF COLOR** and a willingness to cross race and culture
2. **PEOPLE PERSON-** you are curious about people, hearing their stories, coaching them on organizing skills
3. **FLUENCY IN SPANISH-** ability to think in, train, read and write Spanish
4. **POLITICAL AND STRATEGIC THINKING**
5. **HIGHLY INDEPENDENT**
6. **CAN DRIVE TO MEETINGS AT DIFFERENT LOCATIONS THROUGHOUT MONTGOMERY COUNTY**

ABOUT ACTION IN MONTGOMERY:

Action in Montgomery (AIM) is a multi-racial people power organization in Montgomery County, MD. Our organization is made up of congregations, community groups, and schools organizing poor, working and middle class families on issues like immigrant rights, equity in education, affordable housing and transportation. Over the past 20 years, AIM has won over \$900 million for affordable housing. We won \$30 Million for the renovation of dilapidated community centers in four historic African American communities. We were key players in winning the Maryland Dream Act in the state legislature and on the ballot. Most recently AIM, in partnership with high-poverty elementary schools, has won the funding to create a new free high-quality after-school program for 1200 students through the power of parent organizing. We have won over \$70 million to build safer school buildings in long neglected LatinX and African neighborhoods. And there is more to be done.