



Community Organizer Job Opportunity:

Who we are...

Bridgeport Generation Now is a grassroots, member-based organization building power by strengthening civic engagement in ourselves and in our communities. We use the tools of community organizing to dismantle systemic racism and systemic corruption so we can build the just, equitable, democratic and livable city we know is possible!

After almost 6 years of organizing in our city, Bridgeport Generation Now and our c4 affiliate, Bridgeport Generation Now Votes have an immediate need to hire a Community Organizer who would be responsible for deepening relationships, developing leadership, and building power with our membership base, as well as with residents and voters of Bridgeport.

What will a Community Organizer at Gen Now do?

The heart of Community Organizing is relationships. At its core, you will be responsible for sustaining relationships with members and leaders within our family of organizations. An organizer plays the role of convener, agitator, teacher, student, motivator, and coach.

The Community Organizer would also assist in the outreach and mobilization of our membership, as well as the research, execution, and management of our priority campaigns. In 2022, this includes, but is not limited to:

- **Accountable Bridgeport Contract:** A campaign to renegotiate Bridgeport's police union contract to win safety for all (c3)
- **#UnrigBridgeport:** The campaign to fix Bridgeport's broken democracy (c4)

As Gen Now's Community Organizer, you will...

- **Sustain Relationships:** You understand that successful community organizing is rooted in the establishment of healthy relationships. Healthy relationships require strong communication, deep trust, skilled navigation of conflict, respect, and understanding.

Sustaining relationships as part of Gen Now looks like:

- Holding 1:1 meetings with our members, new members, and Bridgeport residents
- Meeting people inside and outside of the organization with respect and understanding of where they are coming from

- Effectively communicating action steps and needs between members, leaders, and Co-Directors
 - Organizing and attending coalition, leadership, and member meetings
 - Navigating conflict in a productive manner
- **Develop Leadership:** You understand that successful organizing is rooted in ongoing leadership development. Leadership development is similar to teaching - you scaffold and show the way, so members can develop new skills and ownership over the changework

Developing leadership as part of Gen Now looks like:

- Understanding members' and leaders' "why" and directing them into positive roles within the organization and our campaigns
 - Understanding members' and leaders' strengths so you can delegate small and large tasks
 - Assisting within our two programs - Civics 101 and Bridgeport Anti-Racism Collective
 - Organizing and attending coalition, leadership, and member meetings
- **Build People Power:** You understand that successful community organizing is rooted in building the collective power of people. Building power comes from people understanding the source of their social and political problems, devising solutions and strategizing together, taking on leadership, moving to action through campaigns, and winning concrete changes.

Building power as part of Gen Now looks like:

- Believing in our organization's values, principles, goals, and objectives
- Supporting our organization's power analysis of how systemic corruption and racism is upheld in our community
- Assisting in civic and political education to help our members understand the roots of our target problems
- Engaging members in direct actions as part of our campaigns
- Executing winnable campaigns, planned strategies, and actions designed to achieve clear goals and objections

As Gen Now's Community Organizer, you've demonstrated the ability to...

- Motivate: you are passionate and can move people into action
- Lead: you build trust with people across race, class, gender, and age
- Listen & Learn: you understand that you do not hold all the answers
- Think Critically: you don't rely solely on your own biases, thoughts, and ideas
- Facilitate: you have strong communication skills and can facilitate meetings of all sizes
- Research: you enjoy understanding the root of problems, issues, and history
- Strategize: you understand the tools, actions, and tactics needed to win campaigns

- Collaborate: you build with other groups not just your own personal network or circle

As Gen Now's Community Organizer, you pride yourself on being someone who...

- Channels anger about Bridgeport's social injustices into productive action
- Votes and actively participates in democracy at all levels
- Is flexible and can pivot to new situations
- Has a sense of humor
- Is fearless and courageous
- Is a good listener
- Is self-aware and self-reflective of your identities, personal work, and how you show up
- Has a desire to share power - not hoard it

This is a full-time, salaried position with benefits. Compensation is \$55,000 per year, with additional consideration given to substantial experience or credentials. Spanish-language fluency is a plus. Please send your resume to together@bptgennow.org.

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