

ABOUT US

Virginia Interfaith Power & Light (VAIPL) envisions overcoming the climate crisis, eradicating environmental and social injustices, and living in a just, thriving, and equitable world. VAIPL, a nonpartisan organization, collaborates among people of faith and conscience to grow healthy communities by advancing climate and environmental justice. VAIPL is a regional affiliate of the national organization Interfaith Power & Light. Our office is in Richmond, VA; however, our campaigns and outreach encompass the state of Virginia.

VAIPL seeks an energetic, creative, and experienced professional for our **Community Outreach Organizer** position. This position will play a key role in our local and statewide campaigns to advance the mission and vision of VAIPL. The ideal candidate is a leader who is self-motivated, flexible, professional, and capable of managing their workload and prioritizing tasks in a non-profit environment. Regular travel within Virginia is required.

This role is primarily responsible for grassroots community outreach and coalition building to promote VAIPL campaigns and initiatives and educate communities and faith leaders on the relevance of Environmental Justice. This position is not a remote or hybrid work position. The role will primarily work out of the Richmond office. Full-time positions with VAIPL are a 32-hour work week; however, successful applicants must be willing to work weekends and evenings to meet position requirements. Occasional overnight travel will be required.

RESPONSIBILITIES

Coordinate the internal work of Virginia Interfaith Power and Light (VAIPL) to recruit, educate, and engage faith leaders, community leaders, and congregations on the issues of climate change, environmental justice, and civic engagement.

General

- Support the advancement of VAIPL's objectives in Virginia by expanding the statewide movement for environmental justice by developing and implementing a range of community activities that grow and engage our base of supporters
- Collaborate with other environmental and social justice partners to develop organizing strategies that build our collective power and support environmental justice communities.
- Lead the organization's climate and environmental education campaign with faith communities and community partners across the state
- Recruit, train, and manage volunteers to support organizational campaigns
- Represent VAIPL with compassion, integrity, professionalism, and respectful interactions
- Adhere to organizational policies and procedures for recordkeeping, dress code, communication, and voice standards
- Collaborate with Regional Faith Outreach Coordinators (RFOCs) in planning and executing events designed to educate communities on current issues and policies impacting their region and drive civic engagement
- Provide coaching, support, and guidance to RFOCs during weekly check-ins

- Keep the Executive Director informed with detailed and accurate reports
- Participate in senior staff and board activities to inform and lead the organization's strategies and approaches.
- Work collaboratively across sectors with diverse and influential partners to achieve common goals
- Increase VAIP's public profile by serving as a spokesperson and advocate
- Other duties as assigned

Advocacy & Education

- Create/develop resources to engage stakeholders, partners, faith leaders, and communities on issues impacting their communities
- Lead VAIP's environmental justice programs by planning and facilitating community meetings and educational and training events
- Lead climate and environmental education with faith communities and community partners by planning and hosting workshops, activities, and events across the state

Outreach

- Conduct weekly one-on-one interactions with community stakeholders and faith leaders
- Build cross-sector relationships
- Foster trust-based relationships with community members and key partners through formal and informal coalitions
- Engage supporters and encourage volunteerism
- Plan and assist with organizing events and online engagement with constituent faith communities, including meetings, workshops, and training conferences, at sites around the state.

QUALIFICATIONS

Desired Qualifications

- Experience with grassroots organizing and demonstrated commitment to social justice
- Highly collaborative and flexible work style, including active listening skills and the ability to create and maintain an inclusive and welcoming environment
- Strong written and verbal communication skills, including communicating complex information to various audiences and developing persuasive messaging for outreach materials
- Ability to effectively facilitate group meetings and calls
- Strong organizational skills and attention to detail; ability to set priorities, multi-task, and meet deadlines for both short- and long-term goals in a fast-paced environment
- Event planning skills, including outreach and follow-up, volunteer recruitment, media outreach, event promotion, and logistics coordination

EDUCATION/EXPERIENCE REQUIREMENTS

Required

- B.A./B.S. degree in Communications, Environmental Studies, Education, Political Science, Religious Studies, or a closely related field OR 2- 4 years of grassroots organizing including community education and volunteer engagement
- Basic knowledge of climate and environmental issues and policy, as well as Virginia's 2050 100% renewable goals
- Demonstrated commitment to achieving environmental justice across the state of Virginia
- Four or more years of proven ability to effectively lead advocacy campaigns
- Exhibited passion for the environment and working in the interfaith community
- Valid driver's license and current automobile insurance or proof of reliable transportation

Desired

- Experience as an active leader in a religious or faith community – with or without seminary training – and have a passion for values-based activism
- Passion for and experience working with communities of color, low-income qualified communities, and other communities most impacted by climate change
- Technical knowledge of environmental topics like environmental justice, climate change, alternative energy production, just transition, transportation, sustainability and resilience

REQUIRED/PREFERRED KNOWLEDGE, SKILLS AND ABILITIES

Effective Communication (verbal and written)	Organized, Collaborative, Detailed-Oriented, Focused	Creative Problem-Solving
Exceptional Writing/Editing skills	Time Management	Highly Collaborative and Flexible
Leadership	Progressive	Critical Thinking
Community Organizing	Proactive	Grassroots Advocacy

LIMITATIONS AND DISCLAIMER

The above job description describes the general nature and level of work expected and is not an exhaustive list of all responsibilities, duties, and skills required. The team member may be required to perform VAIP-related duties beyond the scope of their everyday responsibilities, as needed.

COMPENSATION AND BENEFITS

The target starting salary for this position is \$55,000 per year, and negotiable depending on experience. The position is full-time and dependent on continued grant funding. Benefits include health insurance, dental, vacation, generous paid holidays, paid sick days, and retirement contributions after six months.



Position: **Community Outreach Organizer**
Classification: **Fulltime, Salaried, Non-Remote**
Reports to: **Executive Director**

EVALUATION

Evaluations are based on this job description, annual goals, objectives, and other criteria deemed relevant by position responsibilities and job market standards.

HIRING STATEMENT

Virginia Interfaith Power & Light is committed to attracting, developing, and retaining exceptional people and creating a work environment that is dynamic, rewarding, and enables each team member to realize their potential. VAIPL's work environment is open to all employees and partners, respecting the full spectrum of race, color, religious creed, sex, gender identity, sexual orientation, national origin, political affiliation, ancestry, age, disability, genetic information, veteran status, and all other classifications protected by federal or state law.

TO APPLY

Please send a cover letter, three professional references, and a resume to fharris@vaip.org with "Community Outreach Organizer" in the subject line and share with us where you heard about the position.