

**DAKOTA RESOURCE COUNCIL**  
**JOB DESCRIPTION: FIELD ORGANIZER**

Dakota Resource Council, North Dakota's only homegrown, statewide, multi-issue grassroots organization, is looking for a full-time field organizer. Responsibilities include working with people to address issues with sound and successful organizing efforts, empowering people to speak for themselves. The organizers will work with DRC members on issues related to impacts on people's lives and livelihoods. Initial issue responsibilities will include campaigns strengthening family-operated farms, ranches, and rural communities and issues identified by one or more local DRC affiliates. DRC formed in 1978 and is a founding member of the Western Organization of Resource Councils.

**RESPONSIBILITIES**

Under the supervision of the Executive Director, the Field Organizer is responsible for:

1. Empowering individuals to speak for themselves by identifying and developing a diverse group of members who agree to serve as the organization's public voice on a variety of issues.
2. Formulating sound organizing strategies by analyzing the social and economic forces, power relationships, and political agendas that shape the local communities where they live and in North Dakota as a whole.
3. Identifying, recruiting, and developing leaders and conducting one-on-ones on a regular basis.
4. Working with people to define problems and issues, and helping them think through the strategies and tactics necessary to act with confidence and win.
5. Recruiting members to strengthen and expand the membership base and making fundraising an integral part of their everyday organizing work.
6. Enabling members to make good decisions by sharing information and raising questions, options and alternatives.
7. Enabling members and leaders to hold good, productive meetings.
8. Ensuring that members receive a consistently high standard of appropriate and effective training, development, and support.
9. Striving to reflect on and improve skills on an ongoing basis and developing an annual self-development plan.
10. Performing the administrative tasks necessary to accomplish their job.

The community organizer's specific work assignments will be determined based on the organization's priorities and available resources and may include time spent:

- Organizing or coordinating a regional or statewide issue campaign and task force
- Working with one or more of DRC's existing local affiliates
- Conducting a new local affiliate organizing assessment and/or drive
- Heading a particular project or programmatic area
- Coordinating a specific fundraising activity or program
- Organizing events, leadership training, or workshops
- Producing or assisting with communications through traditional or social media
- Researching policy and writing formal comments
- Other activities and assignments as needed

### **QUALIFICATIONS**

- Commitment to the mission and goals of the organization and the community organizing approach to social change.
- Leadership and organizational development capabilities
- Fundraising ability
- Familiarity with the public policy process and ability to do some policy research
- Experience in issue campaigns, political campaigns, and/or community organizing activities
- Comfortable with farmers, ranchers, rural people, and people from a diversity of backgrounds and cultures; knowledgeable about one or more of these issues: agriculture, food, rural community development.
- Excellent communication and people skills; ability to write well is a must; web and social media expertise is a plus
- High level of maturity
- Capacity to work independently as a salaried employee on a flexible schedule that includes some evenings and weekends
- Willing to travel both in- and out-of-state as necessary, using a DRC vehicle when possible, but able to use own vehicle (with mileage compensation) when necessary.

### **COMPENSATION**

Salary based on experience. Generous benefits.

### **HOW TO APPLY**

Send a cover letter, resume, writing sample, and three references to: Don Morrison, Dakota Resource Council, 1200 Missouri Avenue, Suite 201, Bismarck, ND 58504 or email to [don@drcinfo.com](mailto:don@drcinfo.com).

**Application Deadline:** January 6, 2017 or **until position is filled.**

*DRC is an equal opportunity employer that does not discriminate on the basis of gender, race, religion, ethnic background, sexual orientation, or physical disability.*