



Professional Organizers in VOICE

WANTED: Full-time professional organizer in Northern VA. Specifically, VOICE is looking to hire an organizer that would focus his/her work in VOICE's Muslim and allied member institutions and/or organize with VOICE's large immigrant base. A brief job description is below. Contact Alisa Glassman, Lead Organizer, at aglassman@iaf.org with questions or to submit a resume for consideration.

RESPONSIBILITIES: Under the supervision of the senior organizer, identify, recruit and train volunteer leaders using the Industrial Areas Foundation's proven person-to-person organizing method and guide and support them in organizing to effect change on specific issues that impact them and their communities. VOICE offers a paid, 90-day try-out. Organizer candidates are given an organizing assignment to test their capacity and receive extensive training and supervision from the senior organizer.

SPECIFICALLY, the organizer focused in organizing with NOVA Muslim communities would: 1) Work with leaders and VOICE staff to focus intensively in 3-6 Muslim institutions, allied institutions and perhaps other communities where these members live, go to school, work, etc. 2) Build organizing teams in member institutions, identify local leaders and issues for action, develop local leaders, and undertake and win on local action that addresses community issues.

SPECIFICALLY, the organizer focused in organizing with NOVA immigrant communities would: 1) Work with leaders and VOICE staff to focus intensively in VOICE's multi-cultural and immigrant congregations, allied institutions and perhaps other communities where these members live, go to school, work, etc. 2) Build organizing teams in member institutions, identify local leaders and issues for action, develop local leaders, and undertake and win on local action that addresses community issues.

QUALITIES OF A SUCCESSFUL ORGANIZER:

Native Intelligence – not necessarily degrees, but the ability to think, reflect, communicate, challenge the conventional wisdom, make judgments in complicated situations, and show flexibility.

Anger and Edge – not temper, not ideological fervor, not an abstract commitment to “the people,” but a clear sense of what's wrong, impatience in the face of that wrong, and a drive to address it.

Willingness to Cross Race and Culture – to be willing to work with people unlike oneself, people of other races, classes, orientations, faiths.

Track Record – some evidence, in high school, college, the local community, the workplace, of attempting to relate to people and to respond to situations that seemed to demand responses; and some success in whatever field or career or endeavor has occupied the individual's time.

COMPENSATION & BENEFITS: Salary is commensurate with experience. VOICE provides excellent training and benefits (pension, health insurance, vacation, etc).

Virginians Organized for Interfaith Community Engagement (VOICE) is a broad-based multi-racial, multi-faith, multi-issue, multi-county, strictly non-partisan citizens' organization dedicated to making change on community issues (affordable housing, schools, healthcare, immigration, youth & senior investment, etc.) affecting the lives of low- and middle income residents in 4 Northern Virginia jurisdictions: Prince William, Fairfax, and Arlington counties as well as the City of Alexandria. VOICE's 42 dues paying member institutions represent 120,000+ persons. Northern Virginia (NOVA) has one of the highest immigrant population growth rates in the country--click link to [USA Today article](#). 25% of Virginia's Hispanic immigrant population lives in Fairfax County—the state's largest political and economic jurisdiction. NOVA also has a rapidly expanding Muslim community as well as Asian and African immigrant constituencies. VOICE has strong roots in many of these immigrant communities through its Catholic, Protestant, and Muslim member institutions. VOICE's organizing with these immigrant communities has produced important local victories on affordable housing, health care, immigration applications processing, and youth investment issues. VOICE seeks to go deeper into these institutions and communities to build a broader base of leaders, institutions, and power to address bigger issues like access to drivers' licenses, college access/affordability, schools/education equity, and citizenship issues—to which many Virginia political leaders are hostile.