



## Job Announcement

**Job Title:** Policy Organizer

**Reports To:** Policy Director

**FLSA Status:** Dependent on FTE

**Hours:** Full-time or part-time, including occasional evenings/weekends

**Salary Range:** \$42,000 - \$65,000 plus a benefits package including health, dental, and life insurance as well as vacation, and sick and safe time. Salary and benefits pro-rated if part-time.

**Location:** Any LSP office (Minneapolis, Montevideo or Lewiston) or remotely

**Supervisory Responsibilities:** None

**Summary:** We are at a critical time in our society, where the problems we face demand bold action. The Land Stewardship Project (LSP) is seeking multiple Policy Organizers to develop and implement visionary, strategic grassroots campaigns for a just food and farming system. The organizers of the Policy Department work as a team to win campaigns on issues including climate change, stopping factory farms, healthcare, local food systems, fighting corporate concentration, and more. As an organization with deep rural roots going back nearly 40 years, LSP plays a unique and critical role in building a progressive statewide movement in Minnesota.

LSP is an organization grounded in its mission and its membership. It seeks to do work in a way that the health of the land is enhanced, small- and mid-sized farms thrive, communities are prosperous and just, and true democracy flourishes. The mission of the Land Stewardship Project is to foster and ethic of stewardship for farmland, to promote sustainable agriculture, and to develop healthy communities.

### Essential Functions:

- Develop and carry out campaign plans that engage supporters, shift narratives, and win policy victories.
- Build bases of supporters to build power.
- Recruit new LSP members to build the organization.
- Support committees of LSP member-leaders to guide the work by setting strategies and executing tactics that influence policymakers.
- Build relationships and build coalitions with allied organizations.
- Effectively recruit and turn out supporters for virtual and (when safe) in-person events.
- Work in a collaborative team with other LSP organizers and staff.
- Write and disseminate communications materials for turnout, education, base-building, media/social media, and e-mail actions.
- Train and support LSP members to take on leadership roles, including facilitating meetings and advocating to elected officials.

The organizer may serve on other LSP committees or task forces, as appropriate and agreed to by the organizer and their supervisor, as well as work on continuing education and professional development.

### Preferred qualifications:

- Experience in community organizing, grassroots leadership development, and issue-based campaigns.

- Deep understanding of how food systems and farm systems impact communities, especially rural communities and communities of color.
- Excellent at relationship-building and coalition-building.
- Demonstrated understanding or commitment to learning about the legislative process and lobbying.
- Ability to communicate effectively in one-to-one meetings, to groups of people, and across various types of media.
- Comfort and skill in fundraising and new membership recruitment.
- Ability to inspire and oversee development of LSP's grassroots supporters into leaders in their communities.

**Required qualifications:**

- Must have access to a vehicle, valid driver's license, active registration, and insurance.
- Comfortability with the full Microsoft 365 Suite.
- Ability to work flexible hours, as needed.

**Work Environment:** The health and safety of our staff is our highest priority. Currently, due to COVID-19, working remotely will be an option for all staff until it is safe to return to working in-person in an office and staff feel comfortable doing so. If working remotely, you must have a dedicated workspace where you are able to maintain work hours reflective of office hours (Monday-Friday, 9 a.m.-5 p.m.). We will provide you with or support the technology necessary to complete your job duties. We have staff across the state. Our offices are in Lewiston, Minneapolis, and Montevideo, Minn. Because of our flexible work environment and the reach of our organization, remote work is available to any candidate, and candidates based in rural and Greater Minnesota and rural and Greater Wisconsin are strongly encouraged to apply. When safe, the work environment will include less time on computers and more time in person with people on farms, businesses, and other public spaces.

**Physical Demands:** This is a computer/office work-based role, which requires extended periods of stationary positions such as sitting or standing. This job also requires public speaking and the ability to communicate with the public, LSP members, and other staff frequently through text and spoken word.

**How to apply:** In one PDF, please submit a cover letter, resume and a relevant writing sample of no more than two pages to: [jobs@landstewardshipproject.org](mailto:jobs@landstewardshipproject.org) and include, "Policy Organizer: YOUR NAME" in the subject line, Attn: Natalia Espina Talamilla, Interim HR & Operations Director. Applications will be accepted on a rolling basis and until the position is filled.

*The Land Stewardship Project (LSP)/Land Stewardship Action Fund (LSAF) is an equal opportunity employer. Rural and urban farmers are strongly encouraged to apply. We strongly encourage applications from women, Black, Indigenous and people of color (BIPOC), and bilingual and bicultural individuals, as well as members of the lesbian, gay, bisexual, and transgender communities. Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, marital status, or medical condition, including acquired immune deficiency syndrome (AIDS) and AIDS-related conditions.*

**Applicants with Disabilities:** Reasonable accommodation will be made so that qualified disabled applicants may participate in the application process. If you seek an accommodation, please advise in writing at the time you apply.

*This job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee.*