



## Job Announcement\*

**Job Title:** Associate Policy Organizer

**Reports to:** Policy Director

Salary Class: Organizer

**FLSA Status:** Nonexempt

**Hours & Duration:** Part-time, 15-25 hours per week, from December 2024-April 2025 (total of 500 hours available, with exact weekly hours and start and end date negotiable)

**Salary Range & Benefits:** \$45,000-\$65,000, depending on experience. (Starting organizers/specialists should expect to land on the lower part of the range between \$45,000 - \$55,000.) *To determine salary, we use a salary calculation system which takes into consideration nontraditional backgrounds, lived experience, community involvement, work experience, training, degrees, certifications, and more.*

The Land Stewardship Project's (LSP's) benefits for temporary employees who work .5FTE or more include accrued PTO in years 0-2 up to 24 days off annually. When applicable, there are 13 paid holidays — 11 plus two floating holidays, and the weekday workdays between Christmas and New Years' Eve. Temporary employees are entitled to expense reimbursement and a \$50/month phone/internet stipend.

**Location:** Western Minnesota, within 90 miles of LSP's Montevideo office. This is a hybrid work position, with the option to work from home or the office.

**Note:** This role is covered by the terms and conditions of OPEIU Local 12's Collective Bargaining Agreement (CBA).

**Application deadline:** 11/7/2024

**Mission:** [The Land Stewardship Project](#) (LSP) is an organization grounded in its mission and membership. LSP's mission is to foster an ethic of stewardship for farmland, to promote sustainable agriculture, and to develop healthy communities. We seek to do work that ensures that people impacted by climate change and systemic oppression are driving solutions on the land, in communities, and through our democracy.

**Summary:** The Land Stewardship Project is seeking an associate organizer to support our policy work on 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 supporting small and mid-sized farmers, fighting climate change, stopping factory farms,

building a better healthcare system, breaking down the corporate concentration in agriculture, and more. As an organization with deep rural roots going back more than 40 years, LSP plays a unique and critical role in building a powerful statewide movement in Minnesota.

### **Responsibilities:**

- Set-up and hold one-to-one meetings and small group meetings to build relationships with farmers, rural community members, LSP members, and potential supporters key to LSP's policy campaign plans.
- Develop bases of supporters to build power.
- Effectively recruit and turn out supporters for in-person and virtual campaign tactics.
- Work collaboratively with other LSP organizers and staff.

### **Qualifications:**

- **You are an organizer at heart.** You have experience in community organizing, coalition building, grassroots leadership development, and issue-based campaigns. You have a demonstrated understanding or commitment to learning about the legislative process and lobbying.
- **You are committed to building a more just and sustainable food system.** You possess knowledge of and passion for critical issues related to rural communities, food, farming, social change, and/or the environment. You understand, support, and have the ability to effectively communicate about LSP's mission, overall programs and strategies, and LSP's analysis of economic, racial, and gender justice.
- **You are a relationship builder.** You build authentic relationships across lines of difference and are highly relational. You use coaching, training, and feedback to develop leaders and volunteers. You are confident in asking members, supporters, and partners for commitments of time, talent, and money. You have a demonstrated track record of working with people of diverse backgrounds and lived experiences.
- **You are responsive with various stakeholders.** You can interweave communications between your supervisor, team members, volunteers, partners, event registrants, public officials, and others.
- **You are a strong communicator.** You have excellent written and oral communication skills interpersonally and across various platforms. You understand, support, and can communicate LSP's mission, overall vision and strategies, and analysis about economic, racial, and gender justice.
- **You are tech comfortable.** You have computer skills in MS 365 and can enable efficient communication within LSP and with allies.
- **You have a flexible schedule.** You have the ability to work flexible hours, as needed.

**Travel:** expected to travel for events, one-to-ones and work meetings. Must have a valid driver's license, reliable vehicle, active registration and insurance, and be willing to travel on the job. Mileage reimbursement is compensated at the federal standard.

**How to apply:** In one PDF, please submit a cover letter and resume by November 7, 2024, to: [opportunities@landstewardshipproject.org](mailto:opportunities@landstewardshipproject.org), and include “Associate Policy Organizer: YOUR NAME” in the subject line; Attn: Sean Carroll, Policy Director. References upon request.

*The Land Stewardship Project provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type on the basis of a person’s race, color, creed, religion, age, sex (including pregnancy, childbirth, and related disabilities), national origin, political or union affiliation, disability, genetic information, marital or familial status, status with regard to public assistance, protected veteran status, membership or activity in a local commission, sexual orientation, gender identity or expression, or that of the person’s friends, relatives, or associates, or any other characteristic protected by federal, state, or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.*

**Applicants with Disabilities:** Reasonable accommodation will be made so that qualified disabled applicants may participate in the application process. If you are seeking accommodation, please contact [opportunities@landstewardshipproject.org](mailto:opportunities@landstewardshipproject.org).

*Women, Black, Indigenous and people of color (BIPOC), LGBTQIA+ candidates, people with disabilities, as well as rural and urban farmers are strongly encouraged to apply.*

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