



Job Announcement*

Job Title: Policy Organizer (Southeastern Minnesota)

Reports To: Policy Director

FLSA Status: Exempt

Hours: Part-time .60FTE to Full-time 1.0 FTE — including occasional evenings/weekends. We encourage farmers who would require a part-time/seasonal schedule to apply.

Salary Range & Benefits: \$45,000 - \$65,000 annually (beginning organizers 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) generous benefits package includes a 100% employer-paid health insurance premium for employees and their spouse and/or dependents. We provide dental, long-term disability, and life insurance; 4% contribution to a 401(k) after one year of service. PTO in years 0-2 includes up to 24 days off annually, 13 paid holidays (11 plus two floating holidays), and the weekday workdays between Christmas and New Year's Eve. We also offer a paid extended leave package that includes paid time off for the birth of a child, adoption of a child, placement of foster child, employee's serious health condition or serious health condition of a direct or close family member.

Location: Based out of the Lewiston, Minn., LSP office along with hybrid work from home. This position will require an employee's home base to be within a reasonable distance of the Lewiston office.

Note: This is a union-eligible position with bargaining unit OPEIU Local 12.

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

Summary: The Land Stewardship Project is seeking a Policy Organizer to develop and implement visionary, strategic, grassroots campaigns for a just food and farming system. The organizers of LSP's Policy Department work as a team to win campaigns on issues such as 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 40 years, LSP plays a unique and critical role in building a powerful statewide movement in Minnesota.

Key responsibilities:

- Develop and carry out campaign plans that engage supporters, shift narratives, and win policy victories.
- Develop bases of supporters to build power.
- Recruit new LSP members to grow the organization.
- Support committees of LSP member-leaders to guide the work of the organization by setting strategies and executing tactics that influence policymakers.
- Build relationships and coalitions with allied organizations.
- Effectively recruit and turn out supporters for in-person and virtual events.
- Work collaboratively with other LSP organizers and staff.
- Write and disseminate communications materials for turnout, education, base-building, media/social media, and e-mail action alerts.
- 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.

Qualifications:

- **You are an organizer at heart.** You have experience in community organizing, grassroots leadership development, and issue-based campaigns.
- **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, strategies, and analysis about economic, racial, and gender justice.
- **You think and act on justice in rural communities.** You understand and are comfortable with talking about ways that race, class, gender, geography, and other identities intersect our communities, especially within the farm and food system, both historically and in the present.
- **You are responsive with various stakeholders.** You can interweave communications between your supervisor, team members, volunteers, partners, public officials, and others.
- **You are a problem solver.** You can overcome challenges and leverage resources to creatively solve problems. You see mistakes as learning opportunities. You seek and engage feedback. You proactively ask for help, anticipate problems, and course-correct where needed.
- **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 are highly organized.** You can juggle competing demands and prioritize without sacrificing quality. You plan backwards to make deadlines.
- **You are tech comfortable.** You have computer skills in MS 365 and can enable efficient communication within LSP and with our allies. You have experience with organizing tools or are motivated to learn to lead phone-banks and text-banks.

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.

Supervisory Responsibilities: This position does not have supervisory responsibilities.

Work Environment: This is a hybrid work position and will require working from the Lewiston office, working in the field, and working from home. You must have a dedicated workspace where you are able to maintain work hours reflective of office hours (Monday to 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 in both Minnesota and Wisconsin. Our physical offices are in Lewiston, Minneapolis, and Montevideo, Minn. Candidates based in rural southeastern Minnesota are strongly encouraged to apply.

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 words. Physical demands include setting up events, food hauling and preparation, loading and unloading materials for training, setting up tables and chairs, tabling at outreach events and filing. This would require the ability to carry 20-60 pounds, lift tables and chairs, and haul event materials.

How to apply: In one PDF, please e-mail a cover letter and resume to: jobs@landstewardshipproject.org, and include "SE Policy Organizer: YOUR NAME" in the subject line; Attention: Natalia Espina Talamilla, LSP HR & Operations Director. Applications will be accepted on a rolling basis and until the position is filled. References upon request.

Land Stewardship Project (LSP)/Land Stewardship Action Fund (LSAF) is an equal opportunity employer. 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.*