



Job Announcement*

Job Title: Policy Organizer (Southeastern Minnesota)

Reports To: Policy Director

FLSA Status: Exempt

Hours: Full-time 1.0 FTE — including occasional evenings/weekends

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 Years' 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.

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 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 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.

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 relationship-building and coalition-building skills. Demonstrated ability to work with people of diverse backgrounds and lived experiences.
- Demonstrated understanding or commitment to learning about the legislative process and lobbying.
- Ability to communicate effectively in one-on-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 the development of LSP’s grassroots supporters into leaders in their communities.

Required qualifications:

- Comfort with the full Microsoft 365 Suite.
- 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.

Supervisory Responsibilities: This position does not have supervisory responsibilities.

Work Environment: This is a hybrid work position and will require work from the Lewiston office, work in the field and work from home. You must have a dedicated workspace where you are able to maintain work hours reflective of office hours (M-F, 9-5). 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 submit a cover letter and resume by January 23, 2023, to: jobs@landstewardshipproject.org, and include “SE Policy Organizer: YOUR NAME” in the subject line; Attn: Natalia Espina Talamilla, 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.*