



Job Announcement*

Job Title: Policy Organizer

Reports To: Policy Director

FLSA Status: Exempt or nonexempt, depending on offer salary

Hours: Full time — 40 hours/week

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.* Go to:

<https://landstewardshipproject.org/opportunities/> ("LSP Benefits Package") for additional information.

Location: Rurally-based, within driving distance to either LSP's office in Lewiston, Minn., or Montevideo, Minn.; will consider candidates based in other rural communities. This is a hybrid work position.

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

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 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.

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.
- 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, 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.

Supervisory Responsibilities: None

Work Environment: This is a hybrid work position and will require work from the Lewiston or Montevideo office, work in the field, and work from home. You must live within reasonable driving distance to either

office. 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.

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 November 7, 2024, to: opportunities@landstewardshipproject.org, and include "Policy Organizer: YOUR NAME" in the subject line; Attn: Natalia Espina Talamilla, HR & Operations 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 jobs2@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.***