



## community development partnership

*Creating opportunities for people to live, work, and thrive on the Lower and Outer Cape*

### **Job Opportunity Community Organizer**

The Community Development Partnership leads the Lower Cape in building a diverse year-round community of people who can afford to live, work, and thrive here. To accomplish our mission, we promote, develop, and manage affordable housing; nurture the launch and growth of small businesses; and facilitate collaboration with business, non-profit and government partners. Achieving our mission requires several strategies and a range of programs. Our work starts with creating affordable homes—so essential to a healthy economy, but a challenge in communities like ours where seasonal and vacation dynamics drive the market beyond the reach of many who live and work locally year-round.

We also work to launch entrepreneurs and strengthen local businesses. We believe a vibrant future depends on sustaining traditional industries and inspiring new ones—especially when they are based on renewable natural resources such as fishing and farming.

Since 1992, the CDP has been a leader in developing and delivering innovative programs that foster an economically and environmentally sustainable Lower Cape Cod community. As a community development corporation, we value economic diversity and are committed to the inclusion and participation of local area residents, business owners and leaders in setting our priorities.

Based in Orleans, MA, the CDP has an annual budget of \$3.9 Million funded through government and foundation grants, contributions from individuals and businesses, and earned revenue. A staff of seventeen professionals is charged with delivering the organization's programs and the organization is governed by a 16-member Board of Directors comprised of business and community leaders.

**Job Opening:**                      **Community Organizer**  
**Status:**                              **Full-time Exempt Position (37.5 hours/week)**  
**Time Frame:**                      **Review begins February 24, 2025, position open until filled**

#### **DESCRIPTION**

The Community Organizer will primarily work within a Housing Advocacy team to conduct outreach, base building, training, education, and leadership development among our Lower Cape community residents for the main purpose of increasing housing opportunities in the region. The Housing Advocacy team currently includes a Director of Housing Advocacy, a Housing Advocacy Program Manager and a second Community Organizer. The Community Organizer will work with our housing development team to assist with community engagement, as needed. Additionally, the Community Organizer will work with our

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Development & Communications team to assist with the design of our in-house campaign to build public support for housing.

The Community Organizer reports to the Director of Housing Advocacy. The Community Organizer will work from the CDP's office at 260 Cranberry Hwy, Orleans, Massachusetts. Opportunities for remote work of up to 3 days per week are available and subject to approval by the position's supervisor.

This is a Full-Time Exempt Position (37.5 hours/week).

**Our Ideal Candidate:**

This is a public-facing position, and the candidate should be a confident public speaker who can build rapport with people from many different backgrounds and in a variety of social settings. The candidate should be 1) passionate about the CDP's mission, 2) have, or have the potential to develop strong facilitation skills, and 3) is excited to be a public figure.

Our ideal candidate is:

- energetic, collaborative and a dependable team player,
- impacted by our housing crisis and/or understands the impact of our housing crisis on our year-round community,
- a problem solver who can adapt in the moment,
- someone who can learn quickly about housing, local government, and community organizing,
- confident in generating new ideas and bringing them to fruition, as well as stepping into existing programs and understanding why they operate the way they do.
- someone with strong writing and speaking skills, both formally and informally

This is an opportunity to expand and contribute to an already successful, visible, and highly valued program within the CDP and have significant long-term impact on the Lower and Outer Cape.

**Specific duties will include but not necessarily be limited to:**

- Co-manage the Lower Cape Housing Advocacy Program within a Housing Advocacy team.
  - Launch and nurture town coalitions that advocate for the needs of year-round residents, especially regarding housing opportunities.
  - Find and develop community leaders who advocate for LMI (low-to-moderate income) year-round residents.
  - Develop and implement campaigns in coordination with the Housing Advocacy team.
  - Provide staff support to resident and community groups and gather ongoing feedback from community stakeholders to ensure organizational programming is responsive to the needs of our communities.
  - Help with managing external communications including monthly newsletters, website updates, social media content, press releases, and printed communications.
  - Build the leadership capacity of Lower Cape residents by conducting one-on-one's, strategy meetings, and connecting residents with leadership opportunities.
  - Participate in Lower Cape organizations and coalitions with compatible goals and values,

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including planning and advocacy for the preservation and development of affordable housing.

- Build connections between the CDP and the communities we serve, with special focus on developing relationships with communities of color and immigrants.
- Network with other groups that are organizing pro-housing campaigns on the Cape and in MA.
- Maintain updated statistics about resident involvement in advocacy using our online database.
- Collaborate with other CDP departments such as property management and housing development to ensure overlapping initiatives are strategically aligned.
- Design and implement community engagement strategies to support housing development projects.

## **Skills and Experience**

There are innumerable ways to learn, grow and excel professionally. We respect this when we review applications and take a broad look at the experience of each applicant. We want to get to know you and the unique strengths you will bring to the work. We are most likely to be interested in your candidacy if you can **demonstrate most of the qualifications and experience** listed below.

### Ideal

- 1-3 years of experience in community organizing, leadership development, or affordable housing.
- Experience with managing individuals or groups
- Experience developing and using persuasive argumentation, presenting ideas to various people.
- Experience with short-mid and long-range project or campaign management
- Ability to develop leadership skills, particularly within communities of color and new immigrants.
- Deep commitment to social justice and anti-oppressive practices.
- Experience with community work, volunteerism, or involvement with community groups
- Sense of humor, integrity, personal sense of accountability.
- Lives in the Lower/Outer Cape region

### Required

- Must have a valid driver's license.
- Alignment with the CDP's mission along with knowledge of the lived experiences of year-round Cape Codders.
- Flexibility to work evening and weekend hours.
- Strong written and verbal/public speaking skills.
- Self-directed, organized, and ability to work efficiently and meet deadlines while working remotely and on multiple projects concurrently.
- Highly personable, enjoys talking to people, has great listening skills, builds trust.
- Able to learn about local government, affordable housing, and community organizing, and how to leverage those systems to help our year-round community.
- Strong organization, prioritization, and tracking skills.
- Bachelor's Degree preferred; minimum Associate's Degree required.
- Excellent computer skills and a high level of proficiency in Microsoft Office (Word, Excel, Power Point, Outlook 365), Zoom video conferencing.

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**Compensation:** Salary range is \$65,000 to \$67,500 annually. The CDP also provides a generous package of benefits including vacation, sick time, retirement benefits and flexible spending accounts for healthcare and dependent care expenses. Staff enjoy flexibility in their work hours and working location if organizational needs are met.

The CDP is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, gender, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law. The CDP is committed to building a diverse staff and strongly encourages applications from minority candidates.

**To Apply:** Please submit a cover letter summarizing your professional experience as it relates to the job description, followed by a resume, combined into a single PDF. Email your PDF to Andrea Aldana, [Andrea@capecdp.org](mailto:Andrea@capecdp.org). Include "Community Organizer" in the subject line. References may be requested.

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