WEST END REVITALIZATION ASSOCIATION

CHERISH EVERY DROP OF WATER YOU DRINK, EVERY LEAF THAT'S GREEN, EVERY HAND KEEPING IT CLEAN

Organizing Specialist Job Description

Overview

Reports to: West End Revitalization Association (WERA) Executive Director
Location: North Carolina (Hybrid; weekly in-person meetings in Mebane, NC)
Type: Full-time
Salary: $45,000 USD/year
Deadline: December 4, 2026

Organizational Overview

West End Revitalization Association (WERA) promotes positive measurable change in communities of color, in the pursuit of climate and environmental justice, led by people of color with lived experience, through collaboration with community members, stakeholders, and all levels of public leadership.

WERA is a 501(c)3 nonprofit community organization founded in 1995 to protect the historically Black and Indigenous communities of West End and White Level in Mebane, NC from targeted destruction resulting from the NCDOT 119-Bypass/Overpass construction project. We work to support communities of color in Alamance, Orange, and Durham Counties and beyond through climate and environmental protection, popular education, and community leadership.

Our strategy for accomplishing our mission includes advocating for access to basic public amenities and equitable infrastructure for impacted communities, empowering people to address institutional racism that fosters social inequity, advocating for a just transition to renewable energy, using the WERA Community Owned and Managed Research (COMR) model to implement positive change, and increasing community involvement in impactful legislation at local, state, and federal levels. We are a BIPOC-led (Black, Indigenous, people of color) organization that believes in equity and the inclusion and humanity of all marginalized people. WERA's work is grounded in Title VI of the Civil Rights Act of 1964, federal public health statutes, and The Principles of Environmental Justice.

To learn more, please visit: https://weranc.org

Position Function:

WERA is seeking a dedicated organizing professional who is passionate about contributing to the growth and continued development of a longstanding, community-based nonprofit organization. The Organizing Specialist works with community members, coalition partners, and stakeholders to advance environmental justice initiatives and address environmental inequities affecting historically underserved communities. This position is responsible for community outreach, leadership development, advocacy campaigns, coalition building, and public education efforts that promote healthy, sustainable, and equitable communities.

Key Responsibilities Include:

- Build and maintain relationships with residents, community leaders, grassroots organizations, and local stakeholders.
- Conduct outreach through meetings, events, canvassing, phone banking, and digital engagement.
- Recruit, train, and support community members to participate in advocacy and organizing efforts.
- Facilitate community meetings, listening sessions, and leadership development workshops.
- Help design and implement environmental justice campaigns focused on issues such as air quality, water quality, climate resilience, energy equity, land use, transportation, and public health.
- Support policy advocacy efforts at local, state, and regional levels.
- Coordinate community action plans, petitions, public comments, and mobilization activities.
- Track policy developments and provide updates to community members and organizational leadership.
- Develop and strengthen partnerships with nonprofit organizations, faith communities, neighborhood associations, advocacy groups, academic institutions, and government agencies.
- Represent the organization in coalitions, working groups, and public forums.
- Foster collaboration among diverse stakeholders to advance shared environmental justice goals.
- Develop educational materials, presentations, and outreach resources.
- Conduct workshops and trainings on environmental justice issues and community rights.
- Collect community feedback and document campaign activities and outcomes.
- Maintain accurate records of outreach efforts, volunteer engagement, and event participation.
- Assist with program evaluation and impact measurement.
- Support research related to environmental conditions, public health impacts, and policy proposals.

Qualifications:

- Bachelor's degree in Environmental Studies, Public Policy, Social Sciences, Community Development, Public Health, or a related field; equivalent community organizing experience may be substituted.
- Experience in community organizing, advocacy, outreach, or coalition-building.
- Strong written and verbal communication skills.
- Ability to facilitate meetings and engage diverse audiences.
- Commitment to environmental justice, equity, and community empowerment.
- Ability to work flexible hours, including occasional evenings and weekends.
- Ability to travel for meetings, community events, etc.

This job description is only a summary of the typical job functions, not an exhaustive list of all possible responsibilities, and may be subject to change at any time due to reasonable accommodation or other reasons.

Travel Expectations:

This is a hybrid position requiring weekly in-person staff meetings in Mebane, NC, along with remote work and in-person community engagement. Travel may be required throughout WERA's service area and other locations as needed. Applicants residing in the Triangle, Alamance County, the Triad, Roxboro, Sanford, or other areas within a reasonable driving distance of Mebane are encouraged to apply.

Compensation and Benefits:

This is a full-time position with a starting salary of $45,000 annually, along with mileage reimbursement for work travel, flexible work schedule, and comprehensive PTO as outlined in WERA's personnel policies. We offer a monthly wellness stipend to support our team's health and well-being. Please note that the stipend is paid as a taxable payroll benefit.

To Apply:

To apply for this position, please email a resume and cover letter together in one PDF file to ayo@weranc.org with the subject line **"(YOUR LAST NAME), Organizing Specialist"** by the posted application deadline. Professional writing samples, art/design samples, and references may be requested from candidates selected for an interview. No telephone inquiries or follow-up emails, please.

Statement on Attracting Candidates from all backgrounds:

WERA is an Equal Opportunity Employer and strives for diversity among its applicant pool as well as within its staff and board of directors. We strongly encourage people from all backgrounds, especially those of underrepresented populations, veterans, people with disabilities and smart people with non-linear/non-traditional experience and educational backgrounds to apply for this position. Most importantly, the person selected for this position must embrace, advocate for, and deeply value equity and fostering belonging.