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[www.SCNTR.org](http://www.SCNTR.org)

## **Job Description Youth Organizer**

*The Selma Center for Nonviolence, Truth and Reconciliation (SCNTR) is an Alabama-based 501(c)(3) nonprofit corporation, with a mission to partner with institutions to promote love, the establishment of justice, and build the Beloved Community. The Center is committed to transforming and healing the root causes of physical, political, psychological, environmental, economic and racial violence at personal, family, community and systemic levels.*

The youth organizer focuses on engaging youth in positive activities in the community, providing project based opportunities for creativity and leadership development. Strengthening youth leadership at the grassroots level encourages the next generation to work with elders to direct their own path, holding government and private organizations accountable for policies and programs that directly impact the community. Youth Organizers need to operate successfully when working independently and as a member of a team

### **Responsibilities:**

- Responsible for the overall youth community organizing, networking and youth mobilization within the assigned neighborhood(s)
- Develop strategic neighborhood outreach plans and approaches; implement innovative ways to provide information and recruit residents for leadership development, events, and other initiatives
- Make contact with residents and disseminate program-related information by conducting outreach in the assigned neighborhoods on an ongoing basis
- Work in a leadership capacity with other team members to implement special project grants and initiatives, as well as, track and report on project outcomes
- Conduct regular outreach efforts in local schools and throughout the general community
- Develop relationships with students, teachers and faculty at local schools/community colleges
- Email supporters and partners to keep them informed on upcoming events
- Prepare and coordinate regular meetings with youth members (e.g., workshops, meetings, team building, political education, healing, etc.)
- Phone bank youth community members for upcoming meetings and events
- Organize at least one community event to raise awareness of nonviolence and a social issue impacting youth in the Selma/Dallas County, AL area
- Create informational materials, such as designing appropriate curriculum, generating reports, etc.

- Create marketing campaigns to reach a diverse audience for community organizing initiatives and/or causes
- Works with people to define problems and issues, which includes helping them think through the strategies and tactics
- Assists with fundraising, as well as finds ways to integrate fundraising into community organizing efforts and/or initiatives
- Demonstrates effective communication skills; listens and empathizes, organizes, and leads no matter the diverse backgrounds of those involved
- Brings individuals together on controversial issues that affect the community to make them aware of the truth about the issues as well as the long and short-term impact on their lives. This includes but is not limited to sharing information and raising questions, options, alternatives and problems that affect the collective power the group can wield
- Facilitates training and strategy sessions when needed to help community members and leaders learn the skills they need to speak for the group, make decisions, and take action.
- Commits to centering those directly affected by whatever issues are being addressed at any given time, encouraging their leadership and power to drive decisions, strategy, etc. as much as possible, as well as working to ensure they, or at least other community members, are the ones more often speaking, publicly, talking to the media, etc. (while still supporting them in developing the skills and courage to do so via trainings, etc.).
- Perform all other duties assigned.

**Requirements:**

- Complete our 5-day Kingian Nonviolence Conflict Reconciliation and Racial Equity trainings
- Flexible and a team player
- Models and exemplifies the organization's core values and beliefs
- Supports both the mission and vision of the organization
- Demonstrates an orientation for results and achievement (e.g. making data-driven decisions, taking initiative, etc.)
- Ability to effectively utilize job-related software including, but not limited to, Microsoft Word, Outlook, Excel and the internet to type proficiently, prepare reports, write correspondence and e-mail
- Ability to effectively present written and verbal information. Ability to respond to questions from the general public, state and local elected officials, law enforcement, neighborhood residents, youth, adults, as well as, staff of various community-based organizations. Some public speaking required
- Ability to add, subtract, multiply and divide in all units of measure
- Excellent communication skills and ability to work in a multicultural environment
- Maintain confidentiality of written or verbal information
- Knowledge of community issues, the Selma/Dallas County, AL community and community organizations
- Experience and ability to multi-task and coordinate a variety of projects simultaneously