

About Better Future Project

Better Future Project (BFP) works to build a diverse, powerful, and democratic grassroots movement that will drive society to address climate change and its devastating effects, advancing a fair and fast transition beyond coal, oil, and gas toward an economy powered by renewable energy that equitably benefits all people.

BFP has three programs:

1. *350 Massachusetts*, a volunteer-run network that challenges fossil fuel infrastructure projects and advocates for state-wide and municipal policies that lead to an equitable transition to 100% renewable energy
2. *Divest Ed*, a nationwide program that mentors and trains student leaders to hold their universities accountable to divesting from the fossil fuel industry and reinvesting in their communities
3. *CREW (Communities Responding to Extreme Weather)*, a network of local leaders building grassroots climate resilience through inclusive & hands-on education, service, and planning.

Position: Climate Justice Partnerships Organizer

Program: 350 Mass

350 Mass is looking for an organized, experienced, and passionate Climate Justice Partnerships Organizer to join a dynamic team and coordinate 350 Mass' strategic solidarity work. This position helps 350 Mass build active partnerships with organizations working on racial, economic, and Indigenous justice in communities most affected by climate change. This position also provides education and leadership development opportunities for 350 Mass volunteers to meaningfully show up in solidarity with these frontline community groups and lift up frontline voices and priorities in 350 Mass' own campaigns. This person represents 350 Mass in relevant coalitions, and also provides general staff support to assigned 350 Mass nodes.

Reports to: 350 Mass Director of Organizing

Salary & Benefits: \$34-43K (full-time exempt). Health insurance, dental and vision included. Option to contribute to a fossil-fuel free 401k.

Start Date: ASAP

Location & Time Expectations: Mon-Fri 10am-6pm at office in Harvard Square, Cambridge, with frequent meetings and events taking place in different parts of the city/state (and virtually) and sometimes during evenings/weekends; having a driver's license is helpful for more distant meetings.

Wheelchair Accessibility: The offices are .3 mile from Harvard Square train station and buses. Our offices are up a steep flight of stairs to the second floor and are not wheelchair accessible, however the first floor of the building is partially wheelchair accessible. It will be possible to arrange working in the wheelchair accessible spaces on the first floor. There is no ADA

accessible bathroom on site, however a neighboring building has offered their accessible bathroom to wheelchair users in ours as needed.

Job Responsibilities

Volunteer Engagement in Frontline Solidarity Work

- Promotes and coordinates solidarity action opportunities within 350 Mass that support the work of frontline partner organizations, while engaging volunteers in that work by supporting the volunteer-led 350 Mass Solidarity Working Group
- Offers political education opportunities to help 350 Mass volunteers learn about other movement groups, the systems of oppression that attempt to divide us, and the importance of building cross-movement alliances to achieve our climate justice goals
- Supports and coaches 350 Mass volunteers seeking to build partnerships with other groups in their area and/or engage more deeply in our solidarity work
- Supports Diversity, Equity, & Inclusion initiatives within 350 Mass to broaden participation from people of color, working class people, young people, and other underrepresented identity groups, including the process to develop a Vision Statement and Action Plan for Equity & Inclusion

Cross-Movement Coalition-Building & Partner Relationships

- Convenes and facilitates coalitions of climate, labor, and social justice groups to strengthen relationships and work toward shared goals (e.g. coordinates the Boston People's Climate Movement Coalition quarterly meetings with other local justice leaders, coordinates local coalitions to plan events like the People's Climate March, and will now begin to help convene a MA Green New Deal Coalition with labor and environmental justice leaders to build consensus around a statewide GND policy package and organizing plan)
- Represents 350 Mass in relevant intersectional coalitions (e.g. Raise Up Mass) to build partner relationships and cross-movement power, while coordinating with 350 Mass leadership on major decisions/updates and engaging 350 Mass volunteers in coalition activities
- Maintains relationships and communication with important racial, economic, and Indigenous justice partners
- Shares and lifts up 350 Mass' priorities when working with partners and identifies intersections ripe for partnership and possible joint campaigns

General Volunteer Support

- Supports several 350 Mass nodes by attending each node's meeting at least twice per year
- Meets with volunteer coordinators in person or over the phone at least once per quarter to establish metrics-based leadership development and campaign goals
- Is available and responsive over phone and email to answer questions from nodes and advise on agendas

- Supports any 350 Mass trainings, summits, and mobilizations

You'd be great for this role if you:

- Are passionate about racial, economic, and Indigenous justice and can communicate how they are connected (and central) to climate justice and a Just Transition
- Are excited about thoughtfully building partnerships between majority white/middle class environmental groups and majority low-income/people of color community groups and labor unions
- Have 2-5 years of experience in grassroots community organizing, including developing campaigns, coordinating public actions, and leading meetings, presentations, and trainings
- Have been active in both the climate movement and other social justice movements
- Have experience working on intersectional climate justice project/campaign(s) with multiple environmental *and* social justice organizations
- Are comfortable using the following software/platforms: Google Drive, Slack, Zoom, Nationbuilder, Facebook, Twitter

You'd really impress us if you have:

- Experience convening and facilitating large multi-issue and/or multiracial coalitions
- Experience designing and leading trainings on anti-oppression, racial justice, allyship, and/or intersectionality
- Existing relationships with racial, economic, and Indigenous justice (and/or other social justice) organizations in Boston/MA
- A firm understanding of the Boston/MA progressive movement ecology and key players
- Familiarity and/or experience with the People's Climate Movement and Climate Justice Alliance campaigns and values

About our culture and how we prioritize employees:

Better Future Project values having a casual, light-hearted, and dedicated culture. We aim to be friendly with each other, make jokes, and give personal updates in our staff meetings. We are good at celebrating each other's accomplishments, affirming everyone's contributions, and we share rather than take credit. We work hard to respect people's time and have short staff meetings or meetings that only involve the relevant people. We often ask for support from each other to prioritize self care and not overworking.

Better Future Project is an equal opportunity employer. We are an organization working to actively challenge systems of oppression. Women, people of color, indigenous people, people of all sexual orientations and gender identities, military veterans, and members of other historically disenfranchised groups are encouraged to apply.

How To Apply

Please send a cover letter and resume to jobs@betterfutureproject.org with Climate Justice Partnerships Organizer in the subject line.