



## **Rural Organizer - Wisconsin Farmers Union**

### **Organization Summary:**

Wisconsin Farmers Union (WFU) is a progressive, grassroots membership organization committed to enhancing the quality of life for farmers, rural communities and all people through advocacy, education and cooperative endeavors. WFU works with individuals at the county, state, and national level to support economic democracy, sustain economically viable family farms, support new farmers, reduce concentration in the market, protect ecological systems, increase transparency in the value chain, and ensure that the voices of family farmers and rural allies are heard by policymakers.

WFU has 1,800 members who are organized in 28 local chapters in rural counties throughout the state. WFU's rural organizers will intentionally cultivate relationships with constituents based on shared interests and values. In doing so, rural organizers will work to recruit new members and develop new leaders who will grow our strategic capacity to engage in collective action needed to win support for WFU's policy priorities and achieve the change we want in Wisconsin's rural communities.

### **Duties & Responsibilities:**

- Coordinate WFU's Rural Organizing projects with guidance from the Director of Special Projects and in collaboration with applicable WFU departments (including Administration, Membership, Communications, and Government Relations, etc.)
- Build strong relationships with WFU membership to identify, recruit, and develop grassroots leaders, recruit new members, and build power
- Work within Rural Organizers participatory team structures that are inclusive, welcoming and action-oriented. Sustain positive and motivational team cultures that support a high level of volunteer responsibility
- In collaboration with local leaders, facilitate the development of WFU issue-based campaign strategies with clear goals, tactics, and timelines that achieve measurable outcomes while promoting local leadership development
- Provide assistance to local teams in designing campaigns and actions that advance organizational, local, and/or project goals
- Provide support including one-to-one conversations, facilitation, resource connection, canvassing, house meetings, mutual aid activities, and educational or capacity-building events. Offer logistical support in coordinating and implementing actions
- Mobilize volunteers to participate in actions and events using recruitment practices, such as personal invitations that include a "hard ask", that increase turnout and retention.
- Participate in learning opportunities including training, professional development, self study, organizing cohorts, learning circles
- Receive regular coaching from fellow organizers and supervisor to trouble-shoot and solve problems in real time
- Regularly communicate via email, phone, in-person meetings, and video conferences
- Track and report outcomes of organizing activities. Complete weekly organizing reports and participate in weekly team check-in to measure progress, accomplishments, and evaluate strategy

### **Required Qualifications:**

- Previous leadership experience in working with community members
- A belief that ordinary people possess the capacity to be leaders and agents of change
- Experience working or volunteering on electoral, union, issue-based, congregational, or community organizing campaigns
- Growth mindset and an openness to learning through practice, reflection, and coaching

- Strong commitment to WFU's values and the revitalization of rural communities
- Experience working with rural constituencies
- Sensitivity to diverse worldviews, interpersonal relationships, and structural politics of rural communities
- Ability to work independently in a remote location without direct supervision
- Ability to multitask, create goals, meet deadlines and creatively solve problems
- Excellent interpersonal skills and emotional intelligence
- Ability to manage multiple projects simultaneously
- Experience facilitating meetings or managing teams
- Experience coordinating campaigns or projects
- Ability to take feedback and implement changes in real time
- Strong organizational skills and attention to detail
- Previous training in community organizing (ex: from labor unions, WiLD, IAF, Midwest Academy, WISDOM, or other organizations)

### **Other Expectations:**

- Access to reliable internet connection to enable remote work.
- Willingness to work on nights and weekends
- Ability to travel using your own vehicle and/or rental cars (travel expenses are reimbursed)
- Ability and willingness to communicate with a broad diversity of colleagues, members, and local communities

### **Special Qualifications:**

Wisconsin Farmers Union is seeking individuals with unique personal and professional experience in areas that meet identified goals of our members. Candidates with experience in the following areas (or related work) should identify those qualifications in their application materials to be considered for special organizing campaigns.

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|-----------------------------------|---------------------------|
| ● Dairy policy                    | ● Agricultural economics  |
| ● Meat processing                 | ● Corporate consolidation |
| ● Climate change and conservation | ● Civic engagement        |
| ● Rural sociology or placemaking  | ● Cooperative development |

### **Compensation and Benefits:**

Dependent on experience, \$40,000/year starting. Compensation includes medical, dental, vision, life, long and short-term disability insurance, employer contribution to a simple IRA retirement account, and generous paid time off package. We are open to either full time or part time equivalent positions. Please make your preference known in your application materials.

**Duration:** 12 months with possibility for extending based on funding

**Preferred Applications due: May 13, 2022.** Additional positions may be hired on a rolling basis as new opportunities arise. Qualified applicants will be invited to participate in a virtual interview process conducted via videoconference. Please submit cover letter and resume to:

[fhumphrey@wisconsinfarmersunion.com](mailto:fhumphrey@wisconsinfarmersunion.com)

*The Wisconsin Farmers Union prohibits discrimination on the basis of race, color, religion, creed, national origin, ancestry, gender, gender expression, sexual orientation, family/parental status, age, disability, socio-economic or military status, in any of its activities or operations. These include employment, youth and adult programs, membership, selection of vendors, appointment of board members and selection of grantees, volunteers and representatives.*