

About the Boston Cyclists Union

The mission of the Boston Cyclists Union (BCU) is to transform the streets of greater Boston into equitable and inviting people-centered spaces affording access and connection for every body. We accomplish this through organizing, advocacy, public actions, and holding city and state agencies accountable to build out the network of safe, protected bike infrastructure.

We envision a Greater Boston where people, especially those of color, elders, youth, female-identified people and those who have historically been most vulnerable can safely ride for transportation and leisure on a network of connected, low-stress and physically separated infrastructure year round. As a result, residents are healthier, cities greener with less pollution from motor vehicles, and traffic congestion eased as more and more opt for biking to reach their destinations. Residents, especially people of color and low income individuals whose opinions have historically been left out of planning processes, participate in the planning of their neighborhoods.

About the Position

The Community Organizer will focus on building our member base in Dorchester, Roxbury, and Mattapan and engage residents in shaping a vision for safe and equitable transportation access through and to these neighborhoods. The Community Organizer will also create and coordinate events especially in those neighborhoods to build BCU's visibility and bring people into the organization, such as bike rides, bike repair, bike talks and partner with local community organizations to be part of their events. Depending on COVID-19, the organizer will also have to be creative with virtual events, meetings and outreach.

The Community Organizer will report to the Director of Organizing. The Organizer will work closely with the Director of Organizing on campaign strategy and execution, leadership development, and coordination of campaigns across the organization. The Community Organizer will also work with our other community organizer, Communications Director, interns and members.

Responsibilities:

- Increase the BCU member base in target neighborhoods and across the city through outreach, engagement and relationship building, virtually and in person.
- Foster the growth of Dotbike and build new chapters through coaching/support for base-building, group dynamics and training leaders in outreach, 1:1s, and other organizing skills.
- Attend community events and BCU Bike-to-Market in the spring/summer in target neighborhoods to make connections, gather input on projects, and educate residents about street safety + projects
- Maintain existing and build new relationships with Neighborhood, Civic and Business Associations, Community Development Corporations, grassroots organizing groups, local businesses and other group/institutions/community leaders
- Supervise street outreach team members to execute local campaigns
- Coordinate volunteers to collect bike stories, table at events, lead bike rides and more
- Promote existing or create new programming that gets more people of all ages and abilities on bikes

including BlueBikes pass distribution, community bike rides, bike repair and more

- Track volunteer and member participation in our Every Action database
- Help plan and execute fundraising events and other all-member events

Desired qualifications:

- Commitment to the Boston Cyclists Union mission, vision and values
- Experience in and passion for community organizing (in any field)
- Resident of Dorchester, Roxbury, or Mattapan and/or deep connections to those neighborhoods
- Experience planning and executing events including volunteer management
- Proven ability to conduct outreach and engage people in taking action to create change
- Commitment to building diverse and inclusive spaces
- Ability to problem solve and take initiative
- Willingness and ability to work evenings and weekends
- Desire to work as part of a team, including group reflection, receiving and giving feedback and honoring the strengths/passions of all team members
- Excellent communicator verbal and written with people from diverse backgrounds
- Comfort with and ability to use online platforms and technology such as google docs and google sheets, Zoom, and Facebook/Instagram/Twitter.
- Bilingual abilities in Spanish, Vietnamese, Haitian Kreyol or Cape Verdean Kriolu are a plus, but not required

Salary and benefits

Salary is \$42,000 to \$45,000 commensurate with experience. This is a full-time, exempt position. Benefits include health and dental insurance, retirement plan with employer match, two weeks of paid vacation in the first year along with paid federal holidays and 5 personal days, reimbursement for cell phone use, and a commitment to training and professional development opportunities. During COVID staff are working from home with an allowance; post COVID there is flexibility for a mix of working in the office and from home if desired.

How to Apply

Please send a cover letter and resume to jobs@bostoncyclistsunion.org. Please include "Community Organizer, YOUR NAME" in the subject line of the email. In your email, please mention **where you saw the job advertised**. Applications will have preference that are received by February 10, 2021. LGBTQI and BIPOC (Black, Indigenous, and people of color) are strongly encouraged to apply.

The Boston Cyclists Union is an equal opportunity employer and does not discriminate on the basis of race, ethnicity, age, religion, gender identification, disability status, sexual orientation or political orientation.