

Generate Health STL

Community Organizer

Generate Health mobilizes and inspires the St. Louis region to advance racial equity in pregnancy outcomes, family well-being, and community health.

Generate Health is seeking a **full-time Community Organizer** with a proven track record for elevating the voices of residents in marginalized communities. The successful candidate will work extensively in the community developing relationships and building people power to advance racial equity in maternal and infant health in the St. Louis region.

Purpose: Reporting to the Director of Community Mobilization and Advocacy, the primary responsibility is to develop relationships with community residents and stakeholders to understand key issues impacting the health and well-being of moms, babies and families. The Community Organizer will play an essential movement building role to advance and accelerate equitable decision-making and systemic change.

Responsibilities:

Outreach & Mobilization

- Identify and develops community power building relationships with a broad leadership base of grassroots groups and service organizations
- Works with grassroots groups and leaders to educate and motivate people to take action around local and statewide racial, social and economic justice issues
- Participate in and lead community events and meetings to increase reach, visibility and trust
- Develop a strong network that moves stakeholders to action

Leadership Development

- Cultivate potential leaders (leaders are people who attend planning meetings, help shape the movement, and bring other people in)
- Facilitate leadership development trainings with community residents

Advocacy Campaigns for Community Change

- Manage, grow and activate community to build power and support advocacy efforts
- Develop, grow and maintain influential relationships with partners, elected-officials, community-serving organizations and businesses
- Identify and build collaborative partnerships around inter-sectional issues
- Facilitate strategy discussions and goal setting with community residents, neighborhood groups and organizations
- Mobilize community residents and key stakeholders to implement tactics leading to systemic change

Knowledge, Skills and Abilities

- Two to three years' experience in grassroots organizing
- Exceptional written and verbal communication skills
- Experience using social media and computer savvy (i.e. Microsoft Word, Excel, PowerPoint)
- Demonstrate ability and commitment to working with people from a variety of backgrounds, especially ethnic, racial, and socioeconomic backgrounds
- Commitment to principles of social justice, has a leadership background, and knows how to manage assignments and solve problems quickly and efficiently

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- Organized, punctual, self-starter, quick learner
- Able to juggle and prioritize multiple tasks and responsibilities
- Ability to facilitate community meetings and group discussions
- Understanding of systemic racism and strategies to achieve racial equity

Competencies Required

- *Strategic orientation* – keeps big picture in mind when creating solutions, focus on needs and priorities of community as a whole, future oriented
- *Interpersonal savvy* – relates well to all kinds of people, builds effective relationships; uses diplomacy and tact, can diffuse high tension situations, steps up to conflict, find common ground and get cooperation, listens before judging, demonstrates respect for opinion of others, keeps people informed and up to date; communicates effectively verbally and in writing in a variety of settings; manages group process
- *Partnership builder* - Identifies opportunities and takes action to build strategic relationships internally and externally, identifies partnership needs, exchanges information with potential partners, collaboratively determines mutual goals, facilitates partnership agreements, nurtures partnership
- *Collaborative leadership* – Promotes and generates cooperation among one’s peers to achieve a collective outcome, fosters the development of a common vision and fully participates in creating a unified team that gets things done
- *Innovation* – challenges the status quo, creates or seizes opportunities to improve effectiveness and outcomes, applies creative problem solving; takes smart risks and learns from mistakes
- *Politically astute* - tactful and attentive to the perspectives and competing interests of various internal and external stakeholders
- *Planning, organizing and measuring* – sets goals and measures, tracks progress, able to handle multiple activities at one time, uses resources effectively, can marshal resources to get things done, follows up to ensure results, provides sense of priorities, knows how to organize people and activities; knows what to measure and how to measure it
- *Continual and active learner* – grasps new information, seeks new sources of information to expand knowledge, skills and abilities, integrates knowledge into work, seeks improvement, makes complex understandable
- *Diversity* – supports and promotes equitable environments that holds opportunities for all. Actively seeks opinions and ideas from people of varied background, experience, values, and enthusiastically works with all employees, partners and clients

Type of work environment associated with the job - in community. Travel by car throughout region to build people power within community settings in the St Louis region. Occasional long-distance travel to attend conferences. Flexibility to work evenings and weekends as necessary. Must own and operate a car and be willing to travel and drive.

To apply, send resume and short paragraph to lgulley@generatehealthstl.org that describes your experience as a Community Organizer and how you can help build a powerful movement to achieve zero racial disparities in infant mortality and maternal health by 2033. Please no phone calls.