



## Toxic Free NC is hiring an Agriculture Justice Network Organizer!

Toxic Free NC has been fighting pesticide pollution since 1986. We advance environmental health and justice in North Carolina by advocating for safe alternatives to harmful pesticides and toxic chemicals used in agriculture and consumer products. Our focus is to serve communities across the state, especially farmworkers, children, and those most impacted by pesticide pollution.

As a champion for environmental justice, health, and local agro-ecological solutions, the network organizer supports community members across North Carolina building collective action for change and advancing alternatives to harmful pesticides and other toxic chemicals. The network organizer is a skilled facilitator, strong communicator, and relationship builder who provides outreach and education to support local advocates. The ideal candidate brings significant leadership skills, initiative, self-motivation, and a passion for building a just and sustainable food system through intersectional, participatory collaboration. Candidates with Spanish as a first language, or with personal connections to low-wage NC communities impacted by pesticides are encouraged to apply.

### Primary Responsibilities:

- Strengthen and expand a statewide network of community leaders taking action on pesticides
- Facilitate resource sharing and learning between community members, decision-makers, and advocates.
- Organize popular education workshops and build campaigns in coordination with partners.
- Develop communications materials and resources to amplify reach.
- Innovate and learn from engagement strategies, including arts and culture, which build inclusive participation and strengthen impact.

### Position requirements:

- Demonstrated knowledge of environmental justice, organic agriculture, farmworker issues, pollinator health, and/or environmental health issues related to pesticides.
- Understanding of environmental justice principles and experience working in frontline communities
- Must be a strong communicator with the ability to learn technical information and share with any audience.
- Talent and experience in community organizing with demonstrated prior success in mobilizing people and groups, and existing positive relationships within the NC community.
- Teaching, training, or facilitation experience, with knowledge of popular education and participatory facilitation and decision-making methods preferred.

- Embodies Toxic Free NC's mission and values, including a commitment to racial justice and addressing systemic inequity.
- Grant writing experience, digital presentation skills, and media skills a plus.
- Bilingual a plus (Spanish/English).
- A flexible schedule is required, including occasional weekend and evening hours.
- Must have access to a car and a valid driver's license.

This is a full-time position with paid vacation, holidays, and health benefits. The job is based in downtown Durham, with regular travel around North Carolina required. The salary range, commensurate with education and experience, is \$40,000-45,000 annually.

Toxic Free North Carolina is an equal-opportunity employer committed to creating an inclusive working environment. Women, first-language Spanish speakers, and candidates of color are encouraged to apply.

**TO APPLY:** Tell us about your experience building power for change to advance a just food system. Please submit a cover letter, résumé, three professional references, and a writing sample to [jobs@toxicfreenc.org](mailto:jobs@toxicfreenc.org) with the subject line "Network Organizer Application" **by February 24, 2020**. Word docs or PDFs only. No phone calls, please.

Note: this position was cross-posted as Just and Sustainable Agriculture Program Manager.

# Job Description

## Network Organizer

The Network Organizer is a champion for environmental health, justice, and local agro-ecological solutions who supports community members across North Carolina building collective action for change and advancing alternatives to harmful pesticides and other toxic chemicals. The network organizer is a skilled facilitator, strong communicator, and relationship builder who provides outreach and education to support local advocates. Responsibilities range from delivering advocacy and leadership training, workshop facilitation and educational outreach, program and grant administration, partnership development, communications, and other strategic campaign and initiatives in collaboration with the Toxic Free NC team. The ideal candidate brings significant leadership skills, initiative, self-motivation, and a passion for building a just and sustainable food system through intersectional, participatory collaboration. Grant-writing experience, Spanish language fluency, and knowledge of pesticide impacts are strongly preferred.

### **Responsibilities and Initiatives:**

- Strengthen a statewide community leadership network, supporting and connecting community advocates in promoting local solutions, organic agriculture, and just food systems, and campaigns to win local and statewide policy change.
- Lead outreach, organizing, and engagement with a focus on activities that build skills, activism, and civic leadership for environmental health policy change to protect communities from pesticides and other toxic chemicals.
- Test and learn from engagement strategies, including arts and culture, that build inclusive participation and strengthen impact.
- Ensure that the Toxic Free NC campaigns and initiatives are inclusive of farmworkers and impacted communities from across the state.
- Build relationships with organizations throughout North Carolina and seek partnerships and collaborative efforts focused on improving environmental health and safety.
- Collaborate with and support members of Toxic Free NC staff on programs, advocacy, engagement, and organizational initiatives to increase breadth of impact and advance the mission of the organization.
- Support team communications through production and distribution of materials for education and awareness building campaigns (factsheets, newsletters, webinars, press releases, social media, infographics, etc.).
- Support other Toxic Free NC projects across North Carolina, including fundraising, outreach, and special events, and offer ideas for continuous improvement of programs, initiatives, and campaigns.
- Promote and embody the mission of Toxic Free NC.

**Position requirements:**

- Demonstrated knowledge of environmental justice, organic agriculture, farmworker issues, pollinator health, environmental health issues related to pesticides, and/or other aspects of the North Carolina food system.
- Must be a strong written and verbal communicator, able to learn and synthesize technical information, including principles of chemistry, for any audience.
- Talent and experience in community organizing with demonstrated prior success in mobilizing people and groups, and existing positive relationships within the community.
- Teaching, training, or facilitation experience, with knowledge of popular education and participatory facilitation and decision-making methods preferred.
- Bilingual preferred (Spanish/English).
- Embodies Toxic Free NC's mission and values, including a commitment to racial justice and addressing systemic inequity.
- Strategic, dynamic, and solutions-oriented thinker who is able to problem-solve.
- Experience independently managing projects or programs with successful and measurable results demonstrated through goal-setting and monitoring of outcomes.
- Training or educational background in agriculture, permaculture, science, public health, environmental education, or a related field is a plus.
- Proficiency in office software and social media.
- Skilled writer with digital presentation or media skills a plus.
- Other helpful skills and traits: flexibility, organization, initiative, time management.
- A flexible schedule is required, including some weekend and evening hours.
- Regular travel around North Carolina is required, occasionally overnight.

**Benefits**

This is a full-time position with paid vacation, holidays, and health benefits. The job is based at our office in downtown Durham, with regular travel around North Carolina required. The salary range, commensurate with education and experience, is \$40,000-45,000 annually. The job requires access to a vehicle for frequent travel around the Triangle and occasional travel around the state. Toxic Free North Carolina is an equal-opportunity employer committed to creating an inclusive working environment.

Reports to: Executive Director

**About Toxic Free NC**

Founded in 1986, Toxic Free NC is the leading pesticide outreach and advocacy organization in the state. We envision North Carolina as an integral member of a just, global community where human and environmental health are valued, respected, and enjoyed by all. We aim to improve the health and well being of North Carolina's people and environment by reducing exposures to toxic chemicals used in agriculture and in our daily lives. Through policy advocacy, engagement, and programs ("Just and Sustainable Agriculture" and "Toxic Free Kids") our focus is to serve communities across the state, especially farmworkers, children, and those most impacted by pesticide pollution. Come join our small and mighty team!