



January 11, 2023

Job Announcement Resident Leadership Coordinator

Boston Neighborhood Community Land Trust (BNCLT) seeks to hire a Resident Leadership Coordinator to further its agenda to put community housing into the hands of low-income neighbors and residents living in Dorchester, Mattapan, and Roxbury. BNCLT is in a moment of important growth, and is excited to build its team as it takes on the affordable housing crisis in Boston with an alternative model of social housing rooted in resident leadership.

Mission and Description of Organization

BNCLT works to combat displacement by creating permanently affordable, community-controlled housing in the Boston area, with a geographic focus on Roxbury, Dorchester, and Mattapan. BNCLT builds neighborhood stability, housing equity, and community strength among low- and moderate-income residents most at risk of displacement; and through the collective strength of partners working toward housing justice.

With a community-led Board of Directors and the support of the affordable housing, tenants' rights, and solidarity economy movement, BNCLT is building its model of resident ownership and community control where housing is a right, not a profit vehicle. Our board consists of CLT tenants, allied community members, and organizational representatives, with people of color holding the majority of director positions. Our BNCLT residents also play a leadership role in how our properties are managed through our Stewardship Committee.

Job Description

The Resident Leadership Coordinator will work with existing BNCLT residents and emerging new neighborhood leaders to build collective power, share the CLT model through peer and popular education, and establish resident-led programs that build the economic strength and voice of our community. Through virtual and in-person visits and meetings, the Coordinator will expand BNCLT's base of leaders through active relationship building and leadership development.

The Organizer's job scope will cover the following areas:

CLT Resident Organizing: The Resident Leadership Coordinator will work with existing resident leaders, as well as engage new CLT residents to participate in monthly resident meetings, CLT governance, actions, and activities. In addition, the Coordinator will work with veteran CLT resident leaders to host a series of workshops and orientation sessions for new BNCLT residents, neighbors, and other community members to educate and train people on the CLT model. This is a peer to peer, popular education model to help people grow their understanding and leadership in order to become community ambassadors of CLTs. This work will reinforce the work of BNCLT's Stewardship Committee, which is led by residents and board members of BNCLT.

Program Development: The Resident Leadership Coordinator will work with residents to establish pathways to building personal and collective equity. This entails establishing programs and models of governance that will move residents onto a path of economic and financial stability and growth. This may include establishing a peer lending fund; considering rent-to-ownership models; creating savings



programs, etc. The Coordinator will work with resident leaders to build the vision and help implement the steps to executing.

Organizational Development: The Resident Leadership Coordinator will connect the growing body of residents to broader organizing work and campaigns within BNCLT, such as community planning and activation of neighborhood lots; as well as encouraging BNCLT resident leaders to take part in other policy campaigns relevant to BNCLT's mission. This work will directly inform and connect with BNCLT's bigger agenda to acquire at risk properties to be preserved as permanently affordable on the Land Trust.

Membership and Communications: The Resident Leadership Coordinator will help build CLT's base of members, and will contribute to BNCLT's communications work using EveryAction platform, website, and social media outlets to communicate with BNCLT's growing network of members, participants, and supporters.

Our Ideal Candidate

- Can comfortably manage multiple tasks and projects independently
- Has at least 2 years of experience doing community outreach and leadership development, with demonstrated successes
- Has an understanding or experience with popular education, land trusts, or/and housing justice
- Demonstrates strong interpersonal skills and commitment to a relational approach to building and reinforcing partnerships
- Has strong oral and written English communication skills, with fluency or language proficiency in Spanish, Portuguese, or Haitian Kreyol a plus
- Computer literate in social media, Microsoft Office suite, and standard data base systems
- Experienced working with people of diverse social and economic backgrounds
- Comfortable working with a range of people in a community based nonprofit environment

We seek candidates who embrace our mission, and bring a sense of humor and passion to their work. Candidates must be able to work some evenings and weekends.

Compensation: This is a full-time position that reports to the Executive Director. We offer a competitive, comprehensive benefits package, with a salary in the range of \$55,000-\$65,000 depending on experience.

Selection Process: Please submit resume and a cover letter, detailing your qualifications for this position, to: [hiring@bnclt.org](mailto: hiring@bnclt.org). Applications will be reviewed on a rolling basis until position is filled.

For more information about BNCLT, visit our website: www.bnclt.org