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**Dudley Street Neighborhood Initiative  
Community Organizer  
Job Description**

Overview DSNI/DNI is a nonprofit community-based planning organization founded in 1984 as the direct result of residents from Roxbury and North Dorchester coalescing around community revitalization. A comprehensive visioning process ensued which led to the rebuilding of the community. Unique in this effort was (1) the structuring of a board of directors to include a resident majority; (2) the creation of a neighborhood master plan, subsequently adopted by the City of Boston, which envisioned the area as a new Urban Village, that included new housing and an infrastructure of public amenities; (3) the acquisition of vacant land through the power of eminent domain, which DSNI/DNI received from the City of Boston to implement its master plan; and (4) the creation of a community land trust, which owns in perpetuity all the land redeveloped under the master plan and protects what has been built against future destabilizing market forces.

Today, DSNI/DNI is nationally recognized for its track-record in neighborhood revitalization efforts and its comprehensive approach to community and economic development. Our mission is to empower Dudley residents to organize, plan for, create and control a vibrant, diverse and high-quality neighborhood in collaboration with community partners. Our organization is currently focused on three areas of work: (1) Development Without Displacement – resistance to trends of “gentrification”; (2) Neighborhood Development – continuation of comprehensive initiatives with full participation by local residents, including the ongoing planning of a new Arts & Innovation District in Dorchester’s Upham’s Corner; and (3) Resident Empowerment – continued skill building and mobilization of local leaders to be the voice of the community.

The Community Organizer will work closely with other DSNI staff, Board, resident leaders, and partner organizations to further the strategic goals of DSNI. The Organizer will work collaboratively with staff of Dudley Neighbors Incorporated (DNI), the community land trust established by DSNI and a subsidiary of DSNI. The position reports to DSNI’s Director of Community Organizing and the responsibilities include:

- Organize and facilitate monthly meetings with residents to discuss the creation and implementation of climate resiliency plan. Engage local state elected officials, city councilors, and local stakeholders into the DSNI climate resiliency work. Look for opportunities to collaborate with small business and other institutions that are open to work on a climate resiliency plan.
- Support the Organizing Committee to address development without displacement by creating presentations on issues identified by members and help to increase the participation of residents on campaigns that emerged from community members.
- Support the Greenhouse Advisory Committee (GAC) that meets every month and engage residents in the activities organize by the GAC. Help organize elections for the new elected

GAC board and support new member with an orientation.

- Participate in community outreach efforts to residents around initiatives, inclusive of, but not limited to civic engagement, housing, and economic development, climate resilience as well as other issues as identified by residents and small business.
- Represent DSNI and the community at-large on City and community-based initiatives and participate and engage in meetings and act as a conduit for residents of the Roxbury/North Dorchester communities
- Partner with other staff and community partners, in the coordination of community oversight and resident engagement in Roxbury/North Dorchester communities.
- Maintain and use a database to communicate with residents through emails, newsletters, phone calls and regular mailing.
- Support communication efforts to engage with local media to promote DSNI's work and campaigns.
- Support and participate in DSNI and DNI organizational events, including, but not limited to annual meeting, multicultural festival, open house, fundraiser, board meetings, retreats.

## Qualifications

- Personal commitment to DSNI's mission and values, including the power of resident voice and control and development without displacement
- At least 2 years of community organizing experience.
- Proven ability to work effectively with people from diverse racial, cultural, religious and socioeconomic backgrounds
- Excellent organizational skills and ability to meet goals and strict deadlines
- Strong public speaking and writing skills
- Strong interpersonal and relational skills
- Strong meeting facilitation skills
- Social media and media relations experience a plus
- Willingness to work flexible schedule, including some nights and weekends
- College degree preferred
- Bilingual English/Cape Verdean Creole strongly preferred

Salary range for this position is \$50,000-55,000 annually, depending on experience. DSNI offers a comprehensive benefits package. To be considered, interested applicants must submit a **cover letter** and **resume** by email to [hr@dsni.org](mailto:hr@dsni.org) with "Community Organizer" in the subject line. No telephone inquiries or recruiters please. DSNI is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law.