



Rural Organizer - Wisconsin Farmers Union

Application deadline: Tuesday August 3rd 2021

Organization Summary: Wisconsin Farmers Union (WFU) is a progressive, grassroots membership organization committed to enhancing the quality of life for farmers, rural communities and all people through advocacy, education and cooperative endeavors. WFU works with individuals at the county, state, and national level to support economic democracy, sustain economically viable family farms, support new farmers, reduce concentration in the market, protect ecological systems, increase transparency in the value chain, and ensure that the voices of family farmers and rural allies are heard by policymakers.

WFU has 1,800 members who are organized in 28 local chapters in rural counties throughout the state.

WFU's rural organizers will intentionally cultivate relationships with constituents based on shared interests and values. In doing so, rural organizers will work to develop new leaders who will grow our strategic capacity to engage in collective action needed to win support for WFU's policy priorities and achieve the change we want in Wisconsin's rural communities.

Duties & Responsibilities:

- Build strong relationships through one-to-one meetings that explore self-interest, shared values, and mutual commitment in order to identify, recruit, and develop grassroots leaders.
- Create participatory team structures that are inclusive, welcoming and action-oriented. Sustain positive and motivational team cultures that support a high level of volunteer responsibility. Offer support to teams through ongoing training, coaching, check-in's, and regular team meetings.
- In collaboration with local leaders, facilitate the development of WFU issue-based campaign strategies with clear goals, tactics, and timelines that achieve measurable outcomes while promoting leadership development.
- Provide assistance to local teams in designing actions that advance campaign and/or project goals including phone banks, door-to-door canvassing, house meetings, mutual aid activities, and other events. Offer logistical support in coordinating and implementing actions.
- Mobilize volunteers to participate in actions and events using recruitment practices, such as personal invitations that include a "hard ask", that increase turnout and retention.
- Participate in learning opportunities including training, professional development, self study, organizing cohorts, learning circles.

- Receive regular coaching from fellow organizers and supervisor to trouble-shoot and solve problems in real time.
- Regularly communicate via email, phone, and video conferences.
- Track and report outcomes of organizing activities. Complete weekly organizing reports and participate in weekly team check-in to measure progress, accomplishments, and evaluate strategy.

Required Qualifications:

- Previous leadership experience in working with community members.
- A belief that ordinary people possess the capacity to be leaders and agents of change.
- Experience working or volunteering on electoral, union, issue-based, congregational, or community organizing campaigns.
- Growth mindset and an openness to learning through practice, reflection, and coaching.
- Strong commitment to progressive values and rural communities.
- Experience working with rural constituencies
- Ability to work independently in a remote location without direct supervision.
- Ability to multitask, create goals, meet deadlines and creatively solve problems.
- Excellent interpersonal skills and emotional intelligence.
- Ability to manage multiple projects simultaneously.
- Ability to take feedback and implement changes in real time.
- Strong organizational skills and attention to detail.
- Previous training in community organizing from WiLD, IAF, WISDOM, or other organizations.

Other Expectations:

- Access to reliable internet connection to enable remote work.
- Willingness to work on nights and weekends.

Position Details: The Organizer will report to Bill Hogseth, Organizing Director of the Wisconsin Farmers Union. Organizers can work remotely but are expected to report to a central office (Madison or Chippewa Falls) on a regular basis and travel often. Regular work day hours, with flexibility to attend evening and weekend events as required. Work travel costs are covered.

Compensation and Benefits: \$35,000-\$40,000 per year depending on previous experience and qualifications. Compensation includes medical, dental, vision, life, long and short-term disability insurance, employer contribution to simple IRA retirement account, and generous paid time off package.

Duration: 24 months with possibility for extending based on funding

To Apply: Complete this questionnaire [by following this link](#). Responses to these questions will serve in lieu of a cover letter. At the end of the questionnaire, attach a detailed resume along with names and contact information for three references. For more information about Wisconsin Farmers Union please visit: <https://www.wisconsinfarmersunion.com/>

Application deadline: Tuesday August 3rd 2021. Qualified applicants will be invited to participate in a virtual interview process conducted via videoconference.

The Wisconsin Farmers Union prohibits discrimination on the basis of race, color, religion, creed, national origin, ancestry, gender, gender expression, sexual orientation, family/parental status, age, disability, socio-economic or military status, in any of its activities or operations. These include employment, youth and adult programs, membership, selection of vendors, appointment of board members and selection of grantees, volunteers and representatives.