

**Greater Baybrook Alliance**  
Environmental Justice Organizer  
Position Description

**Reports to:** Director of Revitalization Programs

**Supervises:** Interns, Volunteers

**Status:** Full-time, Exempt

**ORGANIZATION DESCRIPTION**

Greater Baybrook Alliance (GBA) is a community development organization whose mission is to engage and empower stakeholders across Baltimore City and Anne Arundel County to revitalize the Greater Baybrook Peninsula, including Brooklyn, Brooklyn Park and Curtis Bay- through investment, collaboration, and advocacy. GBA may directly implement community development initiatives or seek out and support partners to carry out those activities. Activities include housing and commercial revitalization, affordable housing development, beautification programs, public safety initiatives, and projects or programs to improve residents' quality of life.

**POSITION DESCRIPTION**

The Environmental Justice Organizer will build community capacity to steward two unique and interconnected green spaces in the Baybrook community: Farring Baybrook Park and Masonville Cove National Urban Wildlife Refuge Partnership. The Organizer will build relationships with residents, neighborhood organizations, and other community members, and provide support to organize a Friends of Farring Baybrook Park group and Friends of Masonville Cove group.

The Organizer will engage, mobilize and leverage the capacity of a wide range of residents with various interests, socio-economic and racial backgrounds, and geographic locations within the area. The Organizer will recruit activists, organize meetings, develop leadership, help establish goals, and help develop and implement work plans. In addition, the Organizer will recruit volunteers, organize park-based events, solicit feedback on park maintenance needs, engage city agencies and partners, and implement improvements. Assist with the development of small grant proposals and implementation.

**Duties**

1. Build relationships with and between residents and other community members through one-on-one and group conversations, focusing specifically on engaging residents with a vested interest in local green spaces
2. Conduct outreach through door-knocking and attending community meetings, events, and activities
3. Engage and connect residents and other community members to form a Friends of Farring Baybrook Park (FFBP) and Friends of Masonville Cove (FMC).
4. Facilitate/coordinate environmental and nonprofit training workshops for residents and other community members, and provide ongoing technical assistance to FFBP and FMC members. Partner with organizations such as Blue Water Baltimore, Grow Home, Maryland Nonprofits, and others.

5. Support deep community engagement campaigns around potential park renovation projects - including conducting surveys, workshops, and interviews - to solicit input from a wide range of community stakeholders.
6. Develop, plan and coordinate community-led events and activities to activate park spaces, such as movie nights, community clean-ups, and public art projects that help bring neighbors together and deepen a sense of collective efficacy and community cohesion
7. Design creative and engaging opportunities for volunteer engagement, recognition, and training
8. Create content for social media and email communications
9. Assist or lead with small-dollar fundraising efforts to support park activities and programs.
10. Support administrative aspects of grant management, including purchasing, record keeping, accounting, data collection, and preparing report metrics. Data includes participation, meeting notes, photographic documentation of project implementation, and community indicators.
11. Collaborate with partners, resources, and property owners/city agencies to build working relationships between Friends groups and other stakeholders.

### **Qualifications and Skills**

- Education requirements – undergraduate degree preferred or equivalent experience
- 2 years of experience in community organizing and/or community engagement showing progressively more responsibility
- 1-2 years of experience in volunteer management, public engagement, environmental programs, or teaching and facilitating group activities
- Able to work efficiently and independently while maintaining attention to detail and organizational skills
- Ability to engage and foster relationships with residents, public agencies, and nonprofit partners.
- Experience and strong skills in areas of leadership, creative thinking and organization
- Excellent written and oral communication skills
- Strong professional reputation and record of integrity, sound judgment and respect for established ethical standards
- Ability to solve problems
- Ability to work flexibly and adapt to adversity
- Spanish language fluency preferred; proficiency a plus
- Proficiency with Microsoft Office, Google Suite, and social media preferred
- Able to lift 50 pounds (park maintenance equipment, trash and debris, etc.) preferred
- Proof of COVID-19 vaccination (medical and religious exemptions are accepted with written documentation upon hiring)

### **WORK SCHEDULE & LOCATION**

This is a full-time position and requires presence in the community. Some weekend and evening hours are required to attend meetings and events.

### **COMPENSATION**

Salary and benefits are reflective of the candidate's qualifications and experience. Starting salary is \$45,000 - \$50,000. Benefits include medical/dental/short-term disability insurance, 20 days Paid Time Off (combined sick/personal/vacation), and 401k after 12 months.

**APPLICATION**

Interested applicants should submit (1) a cover letter, (2) resume, and (3) salary requirements to Meredith Chaiken, Executive Director, at [apply@greaterbaybrookalliance.org](mailto:apply@greaterbaybrookalliance.org).