



Let's Grow Kids Field Organizer

Let's Grow Kids is a 501(c)3 systems-change organization leading a statewide campaign to solve Vermont's child care crisis by 2025. With more than 35,000 supporters from all walks of life, Let's Grow Kids is engaging and empowering people to call for change; reforming early childhood education policy to be inclusive, and culturally informed; and implementing solutions in partnership with early childhood educators to prepare Vermont's child care system for increased public investment. Let's Grow Kids works in partnership with Let's Grow Kids Action Network, a 501c4 organization building the political will necessary to pass laws that fund and sustain an equitable child care system. Let's Grow Kids' campaign will sunset in 2025 upon fulfilling its mission to change policy, substantially increase public investment in Vermont's 0-5 child care system, and support policy implementation.

Our culture is dynamic, highly collaborative and driven by the following core values:

- **Commitment to Children:** We believe that investing in the wellbeing of children birth to five is a catalyst for positive social change.
- **Inclusion:** We are building an organization, movement, and system that promote equity and diversity.
- **Collaboration:** We support each other and our partners to realize shared success.
- **Agility:** We adapt readily to our environment to ensure we're in the best position to achieve our goals.
- **Strategy:** We take a focused, coordinated, data-driven approach to achieving our goals.
- **Transparency:** We are intentional about sharing clear and timely information about our work, priorities, mission, and values.

Summary

Let's Grow Kids (LGK) and the Let's Grow Kids Action Network (LGKAN) seek an energetic, motivated individual with strong interpersonal skills to build strong support for the Vermont Child Care Campaign by organizing and activating supporters across Vermont.

The primary role of the Field organizer is to engage Vermonters across the state to advocate for and take action on behalf of our child care campaign. Working among a team of Field Managers under the supervision of the Director of Mobilization and Grassroots Engagement, this position will recruit and train volunteers to plan and run events, develop leaders, and track engagement in our database. This work is highly collaborative and coordinated with LGK's Policy, Development, Programs and Communications teams.

Responsibilities

The position responsibilities include:

- Engage current LGK volunteers in their advocacy development, supporting their outreach activities by delivering materials, conducting one-on-one or small group trainings, and coordinating logistics, to cultivate strong supporters and leaders of the movement.
- Coordinate LGK volunteers to hold strategic community events to educate community members regarding the LGK campaign priorities.
- Recruit volunteers via phone, email, and text to support priority campaign initiatives and activities, such as contacting legislators, letter-to-the-editor campaigns, direct and recruit new supporters statewide through campaign outreach activities and train and support them to become organizers and leaders of the movement in their communities.
- Lead turn out actions such as phonebanking/textbanking to recruit supporters to participate in important regional outreach events such as community forums, public speaking opportunities, door-to-door conversations, and online activities.
- Support planning events, media events, virtual events, meetings and trainings by delivering materials, coordinating logistics, and offering brief presentations about LGK/LGKAN strategies and calls to action.
- Support Communications Team in drafting materials and tools to support campaign actions for early childhood education.
- Accurately track and report supporter and volunteer engagement in our database.
- Meet quarterly and yearly benchmarks and goals.
- Additional duties as assigned.

Qualifications

A well-qualified candidate will possess the following:

- Interest in and passion for the LGK/LGKAN mission and core values.
- 1 year of campaign field work, community organizing, or electoral work is preferred; or relevant volunteer experience.
- Ability to listen well, communicate, and relate to others personally and professionally.
- Ability to motivate, train, and lead others to take action.
- Effective verbal and written communication skills, including public speaking and presentation skills.
- Highly self-motivated, detail and goal-oriented.
- Experience working in a team environment and ability to work independently.
- Proficiency using basic software—Word, Outlook, Excel, Zoom, SharePoint, Every Action/NGP—and ability to learn new software and database management skills.
- Interest in and ability to work across diverse cultures and constituencies and participate actively in the organization’s diversity and equity efforts.
- Demonstrated ability to work well under pressure and manage work with shifting priorities and tight deadlines.
- Access to reliable transportation and availability for frequent travel across Vermont, including nights and weekends.
- Able to lift and carry materials up to 40 lbs with or without accommodation.
- Vermont residency required.

Location

Let’s Grow Kids has office locations in Burlington and Montpelier, Vermont. The majority of Let’s Grow Kids staff members work remotely in communities throughout Vermont. While this position can be based from a home office, regular travel to the Burlington and Montpelier offices and to meetings throughout the state is expected.

Time Commitment and Expectations

This is a full-time position for a time-bound organization. This position will end, at the latest, by December 31, 2025. Vermont residency is required, and remote-based work is possible. Work hours will follow general Eastern Time Zone business hours, and include some night and weekend work hours. At times, this position requires long hours and a flexible schedule, especially during the legislative session. Extensive in-state travel and in-person meetings are required (when COVID-19 restrictions are lifted).

This position is for qualified individuals able to work within the United States without visa sponsorship.

Compensation

Salary range is \$45,000–\$58,000 (dependent on relevant experience) plus a competitive benefits package that includes paid family leave and contribution to child care costs.

To Apply

Please submit one document containing a cover letter and resume through Acquire4Hire by May 31st.

<https://vtsharedservices.acquire4hire.com/careers/details.json?id=46091&source=17>

LGK values a diverse workplace and strongly encourages women, people of color, LGBT individuals, people with disabilities, members of ethnic minorities, foreign-born residents, and veterans to apply. Let's Grow Kids is an equal opportunity employer. Employment decisions are based on merit and business needs, and not on race, color, religion, gender, gender identity, sex, age, marital or civil union status, national origin, ancestry, sexual orientation, place of birth, citizenship, military or veteran status, HIV status, genetic information, disability, or any other legally protected status as defined and required by state and federal laws.