



Let's Grow Kids Field Organizer

About Let's Grow Kids

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 in order to achieve our goals.
- **Strategy:** We take a focused, coordinated, data-driven approach to our work.
- **Transparency:** We are intentional about sharing clear and timely information about our work, priorities, mission, and values.

Overview

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 remainder of LGK's legislative campaign by organizing and activating supporters across **Washington, Orange, and Lamoille counties.**

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 Organizers and under the supervision of the Senior Field Manager, this position will recruit and train volunteers to plan and run events, develop leaders, and track engagement in our database. The Field Team is organized regionally across the state. This position will coordinate volunteers in Washington, Orange, and Lamoille counties primarily working remotely and out of our Burlington or Montpelier office. This position requires extensive travel within those counties,

including nights and weekends. This work is highly collaborative and coordinated with LGK's Policy, Fundraising and Engagement, Programs, Operations and Evaluation, and Communications teams.

Responsibilities

The position responsibilities include:

- Engage current 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.
- Recruit new volunteers and parent/caregiver supporters at in-person events, such as tabling and canvassing, and community events that this position will organize.
- Deepen volunteer engagement via phone, email, and text to support priority campaign initiatives and activities, such as contacting legislators, letter-to-the-editor campaigns, direct action events, volunteering at LGK and community events and phone/text banking.
- Collaborate with internal and external partners to plan, co-create, conduct, and participate in important regional outreach events such as community forums, public speaking opportunities, door-to-door conversations, and online activities.
- Support volunteers in 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 Policy and Communications Teams in recruiting parent and family voices as needed to take action on legislation, testimony, and story collection.
- Accurately track and report supporter and volunteer engagement in our database on a weekly basis.
- Contribute to team decisions on field strategy and implementation, and serve as a representative and strategic lead for Washington, Orange, and Lamoille counties.
- 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.
- 1–2 years of campaign field work, community organizing, or electoral work is preferred.
- An understanding of the challenges Vermont's child care crisis presents for parents and caregivers.
- 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.
- Must be comfortable doing outreach to new community members and initiating conversations with potential volunteers.
- Experience working in a team environment and ability to work independently.

- Proficiency using basic software—Word, Outlook, Excel, Zoom, and willingness to learn new software and database management skills. Experience with EveryAction/NGP Van and SharePoint preferred.
- 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.
- Reliable internet required.
- Able to lift and carry materials up to 40 lbs with accommodation.
- This is an active field position that will require being physically located in Vermont. Preference given to candidates who live in Washington, Orange, or Lamoille counties.

Location

LGK and LGKAN have offices in Burlington and Montpelier, Vermont. While this position will primarily work with communities located in central Vermont and can be based from a home office, regular travel to the Burlington and Montpelier offices and to meetings throughout the state are 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, and we work hard to ensure that staff take compensatory time. Extensive in-state travel and in-person meetings are required. While the position is primarily remote, in-person meetings in LGK's Burlington and Montpelier offices will be required.

This position requires:

- Up to 60% travel primarily within your region, with very infrequent overnight travel
- Regular night and weekend work
- Ability to periodically lift up to 40 pounds with or without accommodation

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

Compensation

Salary range is \$50,000–\$54,000 plus a competitive benefits package that includes paid family leave, health care, generous holidays/vacation and CTO package, and contribution to child care costs.

To Apply

Please submit one document containing a cover letter and résumé through Acquire4Hire:
<https://app.acquire4hire.com/careers/details.json?id=92242&source=17>

The deadline to apply is Friday, October 27th. Desired start date is before the 2024 legislative session starts in January.

We are committed to building a work community that is inclusive and represents a vibrant diversity of background, experience, perspective and thought. Candidates across all markers of identity (age, race, gender, ability, communication styles, nationalities, etc.) are highly encouraged to apply.