



JOB ANNOUNCEMENT
Wildlife Coexistence Organizer

WildEarth Guardians
516 Alto Street
Santa Fe, New Mexico 87501

Applications considered on a rolling basis until position is filled
Review starts February 26, 2018

Position Summary:

The Wildlife Coexistence Organizer is a 30 hour/week contract position with WildEarth Guardians. We are expanding our work to end the rogue federal USDA Wildlife Services program's indiscriminate poisoning, trapping, and aerial gunning of our native wildlife. The Organizer will coordinate and implement grassroots tactics in priority New Mexico counties (e.g., Doña Ana and Grant counties) as part of a well-refined strategic framework for reforming Wildlife Services. The Organizer will implement and generally adhere to Guardians' vision for making Wildlife Services accountable to the best available science and contemporary ethics concerning the humane treatment of wildlife.

The Organizer will leverage public support for wildlife and wild places to grow grassroots and political power for reforming Wildlife Services. The Organizer will use communications, relationship-building, critical thinking and organizing skills to implement a successful campaign by meeting key metrics. Creativity, a rock-solid work ethic, resilience, desire to learn, commitment to advocating for the natural world, a healthy sense of outrage, and the will to win are essential.

The Organizer will coordinate efforts to educate and organize communities and local, municipal, and state governments to cancel cooperative agreements with Wildlife Services that target native wildlife. The Organizer will conduct outreach (e.g., presenting oral and written information to elected officials, their staffers, and constituents), engage in social media campaigns and support materials development (e.g., creating online content, petitions, action alerts). The position reports directly to Guardians' Wildlife Coexistence Campaigner. The Organizer will work with the Campaigner to research county-level policy, politics, and contracts, and generally leverage resources to support the campaign. The Organizer will directly manage volunteers and e-activists in the work to rein in Wildlife Services; relevant management experience is desired.

By working for this campaign, you will have an unprecedented opportunity to be bold, dedicated, and supported as you put in motion strategies to combat unjust, unethical, and outdated practices that kill our native wildlife and endanger the public and companion animals. You will play a key

role in fighting for government accountability and transparency while defending the vulnerable and giving a voice to the voiceless. We hope you will join us.

Location: Southern New Mexico (ideally Las Cruces or Silver City) is the preferred location for organizing work. Strong candidates in other areas of NM will be considered. The Organizer will be managed remotely. Our main office is located in Santa Fe; space and resources (e.g., printer) are available to the Organizer when needed. A monthly budget will be provided for printed organizing materials, meeting space rentals, etc.

Duties and Responsibilities:

- Work with the Wildlife Program Director and Wildlife Coexistence Campaigner to refine and implement Guardians' Wildlife Services county based reform campaign;
- Build and leverage alliances with local activists and allied organizations working to confront native wildlife killing in communities throughout New Mexico;
- Build and maintain relationships with state, county and local elected officials, their staff, volunteers, citizen activists, partner organizations, and the media to promote reform of Wildlife Services;
- Draft, review, and edit a variety of written materials, including social media content related to Wildlife Services reform efforts;
- Speak for the organization on Wildlife Services and native wildlife management issues, including public presentations and testimony before agencies;
- Identify, recruit, and manage volunteers;
- Help identify and implement the best ways to engage, empower and mobilize people to reform Wildlife Services in select communities across New Mexico;
- Track and measure the effectiveness of tactics with weekly reporting to the Campaigner;
- Measure success based on key metrics to ensure progress toward achieving Guardians' vision for coexistence with native wildlife.

Essential qualifications include:

- Experience in running successful grassroots campaigns online and offline
- Experience managing volunteers, with preference given to those with organizing management experience;
- Experience with event and activity logistics and planning;
- Proven ability to work both independently and in close coordination with a team;
- Comfort with and enthusiasm for working in a fast-paced, contentious campaigning environment;
- Ease in working with people from a wide variety of backgrounds and composure when interacting with diverse stakeholders;
- Knowledge of New Mexico state politics;
- Excellent time-management and organizational skills;
- Creative problem-solving and troubleshooting skills;
- Commitment to diversity, equity and inclusion;
- Passion for animal welfare and wildlife conservation;
- A healthy sense of outrage and a sense of humor

Additional desirable qualifications include:

- Formal organizing training and a minimum of three years of organizing experience;
- Proven experience in project administration from conception to completion;
- Campaign planning and execution experience;
- Demonstrated commitment to conservation advocacy;
- Excellent written and oral communications skills;
- Intermediate or advanced social media skills: Twitter, Facebook, Instagram, etc.
- Familiarity with agricultural interests in NM and USDA APHIS Wildlife Services program

Special Job Requirements: As a contractor, you will make your own hours but expect to be flexible and work some weekend and evening hours. You must supply your own necessary equipment (e.g. work space, laptop with applicable software, vehicle, insurance, gas and meals when traveling) to perform the work as defined by the contract agreement. Some travel around New Mexico will be required.

Compensation and Benefits: Competitive payment terms TBD based on qualifications and experience. Initial contract will be for three months with possible renewal based on performance and campaign needs.

To apply:

Send applications addressed to Michelle Lute to apply@wildearthguardians.org with subject line “Contract Organizer.” Applications will be considered on rolling basis starting on February 26, 2018 and should include in one document (PDF preferred):

1. Cover letter
2. Resume
3. Three professional references
4. One writing sample (two pages or fewer; e.g., letter to the editor, opinion piece, campaign materials)

Please do not send your cover letter in the body of an email. No phone calls please. Due to the volume of applicants and other workload, only those applicants selected for an interview will be contacted. WildEarth Guardians is an equal opportunity employer.

Equal Employment Opportunity and Diversity:

As an advocate for the natural world, WildEarth Guardians affirms biodiversity, ecological unity, and the interdependence of all life. We highly value diverse perspectives and experiences. We are committed to advancing diversity, equity, and inclusion, both within our organization and externally. We acknowledge the intersections between social, racial, and economic injustice and the inequities that are driving the climate crisis and harming wild nature. Applicants with experience in these areas are encouraged to apply. WildEarth Guardians is an equal opportunity employer and actively strives to ensure fair and equal treatment of its employees and constituents regardless of differences based on culture, socioeconomic status, race, marital or family situation, gender identity, age, ethnicity, religious beliefs, physical ability, or sexual orientation.