



Regional Organizing Manager

About Neighbor to Neighbor

Neighbor to Neighbor Massachusetts (N2N) is a member-led, community-based, civic engagement organization dedicated to achieving racial, economic, and environmental justice. Transformative work is at the heart of our mission and cuts across all our activities. We have Chapters in Lynn, Springfield, Holyoke, and Worcester.

Job Overview

The **Regional Organizing Manager (Western Mass)** is a mid-level management role within the organization, reporting to the Deputy Director. In coordination with the other Regional Organizing Manager, this role serves as a member of the Organizing Leadership Team (OLT). It will lead the organizing team in developing field plans, assisting with local strategic organizing plans, and creating campaign plans for electoral and issue campaigns.

Key Responsibilities

Basebuilding & Leadership Development (50%)

- Supervise and support organizers in basebuilding, leadership development, local, regional, and statewide campaigns.
- Supervise the Dwight Street Community Garden Coordinator and support solidarity-economy organizing efforts.
- Mentor and support the growth and professional development of organizers through dedicated time working side-by-side with organizers in the field.
- Lead assessments, feedback, and yearly staff evaluations for organizers through the N2N-designed process.
- Support communication between the organizing team statewide to ensure cohesion and collaboration among our team
- Oversee the onboarding of new organizers and develop a strong onboarding process in collaboration with the OLT and organizing team.
- Work closely with the OLT to develop and implement training for organizers, members, and leaders.
- Identify external training opportunities and support organizers and members in attending.
- Work with the OLT to define metrics and KPI's for the organizing team.



Campaign Management (30%)

- Co-create strategic electoral and issue campaigns with members and staff
- Develop and support organizers and members in running effective electoral campaign field operations
- Create detailed campaign plans with clear metrics and deliverables to ensure clarity for all staff members involved in the campaign.
- Work closely with the OLT to ensure alignment on all campaigns and initiatives.
- Ensure all campaigns have a cohesive strategic vision and a unified base-building arc.
- Work with the OLT to develop campaign-specific training materials for staff and members.

Organizational Leadership & Administration (20%)

- Strong leader in setting and carrying out the organizing/campaigns vision and methodology of N2N
- Works with the Leadership Team and Policy Director on developing and implementing a state-wide strategic vision with short and long-term goals
- Holds teams accountable and acknowledges growing edges (in self and others)
- Manages timesheets for direct reports, approving and monitoring time off requests.
- Works with organizers to manage chapter budgets and supports the creation of the annual organizational budget, with a focus on organizing and program-related expenses.
- Regularly update the development team on organizing, campaign goals, strategies, and activities to support their preparation of grant proposals and reports.

Qualifications and Experience

- Three or more years of supervisory experience in grassroots organizing, with a focus on statewide and local campaigns.
- Strong track record working with grassroots organizations, unions, or political campaigns.
- Demonstrated experience developing an effective field program (door-to-door canvassing, phone banking, and table and community events) to advance organizing and campaign goals.
- Strong track record of setting and achieving campaign goals, and leading a team, ensuring organizer adherence to program objectives.
- Demonstrated experience in working with a team of organizers or canvassers in developing, implementing, and evaluating field plans.
- Strong experience in using the Voter Activation Network (VAN) to track progress and conduct data analysis.



- Committed to N2N’s mission and values and to community organizing as a core strategy for building power among historically excluded communities
- Strong political analysis of Massachusetts, particularly in N2N cities, including a grasp of the intersections of economic, environmental, and racial justice.
- Able to see the “big picture” and translate vision and goals into actionable plans.
- Skilled planner, able to set clear goals and measurable objectives to meet goals.
- Ability to manage multiple tasks and projects simultaneously to meet deadlines.
- Must have a valid driver’s license and be able and willing to travel regularly to different N2N chapters.
- This is an in-person role with some flexibility for virtual work.

Salary & Benefits

This full-time position offers a salary range of \$70,000 to \$90,000 per year. Benefits include vacation time, sick days, fully paid health and disability insurance, travel reimbursement, a 401 (k) program, and opportunities for career growth.

How to apply:

Send your resume and cover letter to [hiring@n2nma.org](mailto: hiring@n2nma.org) with the **Subject Line: [First Name Last Name] Regional Organizing Manager Application**