



HIRING: Full-Time (40 hrs/wk) Community Organizer

Baltimore Harm Reduction Coalition (BHRC), a program of Fusion Partnerships, Inc., mobilizes community members for the health, dignity, and safety of people targeted by the war on drugs or anti sex-worker policies. We advocate for harm reduction as part of a broader movement for social justice.

BHRC is hiring a *Community Organizer*. This is a full-time staff position, **to begin by December 2021**, working 40 hours per week. **Pay is \$45,000 annual salary (~ \$22.00/hour), with fully-covered health insurance and paid time-off.**

The Community Organizer will foster the growth of our harm reduction community mobilization and policy advocacy, especially through the BRIDGES Coalition for Overdose Prevention Sites (OPS). The community organizer will be primarily responsible for coordinating the BRIDGES Coalition in its sixth year onward, growing support for OPS policy and equitable implementation of overdose prevention sites in Baltimore City and across Maryland.

We're looking for a candidate who recognizes harm reduction as part of a broader movement for social justice - one who recognizes harm reduction as community resilience and survival, interrogates existing support and punishment systems around drug use, and advocates for community-led structural change.

Activities include, but are not limited to, the following:

- Facilitate and track committee and project meetings of BRIDGES coalition members;
- Prepare meeting notes, action items, and follow-up via email, phone, and campaign management software;
- Provide support to peer leadership from partner organizations within BRIDGES;
- Maintain accurate and encouraging communication with community partners;
- Manage and facilitate conversations around the disparate agendas of various stakeholders;
- Identify community meetings around the state addressing drug use, sex work, homelessness, or public safety for BHRC staff and volunteers, or BRIDGES members and other community partners to attend;
- Create educational materials for distribution among various stakeholders;
- Write media for publication in local news outlets and assist other staff to do the same;
- Participate in regular check-ins, staff meetings, and BRIDGES Coalition meetings;
- Attend community meetings, events, and introductory meetings;
- Engage in collective strategic planning and decision-making with BHRC staff;
- Other duties as assigned

Candidates with personal experience of substance use, incarceration, sex work, homelessness, or otherwise being targeted by the war on drugs or anti sex worker policies are encouraged to apply.

Qualifications:

- Candidate should have a clear understanding of and commitment to harm reduction and racial justice. BHRC's definition for harm reduction can be found [here](#).
- At least 2 years of community organizing experience, such as coordinating a community group, issue-based group, political campaign, etc.
- Associate's Degree or higher - years of relevant experience may substitute for academic credits at the discretion of BHRC.
- Excellent administrative skills, particularly scheduling and note-taking skills.
- Excellent meeting and workshop facilitation skills, both virtual and in-person.
- Experience with online navigation and various computer programs such as Microsoft Office products and Google Drive.
- Candidate must demonstrate commitment to transparency and collaborative decision-making. Experience with collaborative or consensus-based decision making is helpful, but not required.

Remote work: This position's activities can be primarily performed remotely until BHRC's COVID-19 restrictions are lifted. When it is safe to do so, there will be opportunity to negotiate remote and in-person job requirements.

To apply:

- Email BOTH of the following documents to admin@baltimoreharmreduction.org:
 1. A **resume** detailing your past experience (work, volunteer, or otherwise) and
 2. A **cover letter describing your qualifications for and interest** in this position. Also include your experience with racial justice and harm reduction advocacy.
- Applications will be reviewed on a rolling basis.
- Job will remain open until position is filled, with preferred date of applications being submitted by **October 25, 2021**.