

JOB DESCRIPTION
Banglatown: Community Organizers
Global Detroit

About Global Detroit

Global Detroit is revitalizing Metro Detroit's economy by mobilizing its immigrant potential. We are nationally-recognized as an innovator and expert in leveraging international talent to fill regional businesses' unmet talent needs, catalyzing the growth and development of immigrant entrepreneurs, and building a global region with competitive advantages in job creation, business growth, and community development.

In 2010, Global Detroit released a study and strategy that outlined eleven strategies to help Metro Detroit's economic recovery by welcoming and integrating immigrant talent and entrepreneurship. Global Detroit has launched leading-edge programs in international student talent retention, professional talent connection, immigrant entrepreneurship, and neighborhood revitalization.

Global Detroit's Opportunity Neighborhoods is an emerging strategy designed to zero in on Detroit neighborhoods with sizable immigrant populations and/or potential to attract and retain immigrant residents. The strategy aims to equip these neighborhoods with resources and tools to integrate immigrants in asset-building and economic development strategies and programs, as well as enhance existing neighborhood-based efforts aimed at a healthier and more vibrant local economy for everyone. Opportunity Neighborhoods taps into, and mobilizes, the potential of both longstanding residents and immigrant groups, while creating mutually beneficial opportunities for all neighborhood stakeholders. The Banglatown neighborhood is one of six identified Opportunity Neighborhoods.

In Summer 2016, Global Detroit led a planning and engagement process in Banglatown that concluded with a resident-driven Vision + Action Plan for partners and community members. On the heels of this planning process, Global Detroit has secured a grant from the Kellogg Foundation. This grant allows the organization to deepen its investment in the community, and lead an effort to improve race relations through cross cultural immersion and race dialogues within the community.

About the Positions

Global Detroit is hiring two community organizers, with one specifically focused on outreach and support for the African-American community and the other specifically focused on outreach and support for the Bangladeshi community. The organizers are responsible for improving access to services and resources that meet basic needs, to create asset-building opportunities for community members, and to drive dialogues about race, isolation, and opportunities for cross-cultural emersion with African-American, Bangladeshi, Yemeni, and white European communities nearby. The community organizers will report to the Banglatown Opportunity Neighborhood Manager. The

Banglatown organizer positions will have the option of being either independent contractors or employees with benefits, working between 30 and 40 hours per week. The structure is negotiable.

These community organizer positions combine relationship building, asset-building, community development, leadership development, and team building inherent in community organizing. The core of these positions is to develop relationships of trust with the Bangladeshi community and the African American community, identify unmet basic needs and asset-building opportunities for residents and business owners; develop and case-manage a resource development plan for residents and work with the other organizer to pinpoint unavailable resources, so that the Manager can draw those resources to the community; and help to build cross-cultural relationships between diverse residents in the community.

Both positions require an individual who likes leading and working in a team, can maintain multiple responsibilities and can stay on top of information and tasks in a fast-paced organization.

Duties and Responsibilities

1. Implement systems and logistics to develop relationships of trust with Bangladeshi or African American community members, including going door-to-door, phone banking, attending existing events and other activities.
2. Develop a firm understanding of reliable resources and service providers that might serve community members.
3. Effectively identify the needs of residents and connect them to these reliable resources and service providers.
4. Partner with existing neighborhood-based organizations and projects to improve community member's access to resources.
5. Work with all members of the Global Detroit team to connect to organizational information and resources related to employment, homeownership, financial literacy, entrepreneurship, foreclosure prevention, etc.
6. Coordinate events including resource fairs and resident engagement events like gardening days or clean ups, etc.
7. Work closely with the other community organizer to identify cross-cultural immersion opportunities for communities that are otherwise segregated.
8. Identify volunteer leaders in the community and manage their leadership development. Build teams of volunteer leaders within the community.
9. Provide data for social impact measurement.
10. Assist with the development of Social Media content and posting.
11. For the organizer working with the Bangladeshi community only - Translate and interpret between Bangla and English, as needed.

Qualifications

1. Bachelor Degree preferred or working towards one.

2. Experience in community and economic development working with collaborative efforts, experience in social service delivery or other related industries, and/or similar initiatives relevant to Opportunity Neighborhoods.
3. Must have access to reliable transportation and be willing to use it for job-related tasks.
4. Proven ability to develop and implement concrete neighborhood-based strategies based on grassroots organizing tactics, asset-building, and coalition building.
5. A passion to bring people together, from different ethnic, racial, and cultural barriers to erode the stereotypes and fears that keep people segregated.
6. Highly organized and responsible self-starter with the ability to identify new opportunities, while effectively utilizing existing resources.
7. Effective communicator. Values and fosters open communication, uses and understands the importance of active listening skills and is an effective public speaker with above average writing skills.
8. Proven ability to work as part of a team in a fast-paced environment. Willingness to pitch in to help others.
9. Values self-improvement. Able to accept praise and critical feedback and seeks evaluation.
10. Inspires other colleagues, volunteers, and community members to do high-quality organizing work.
11. Demonstrates enthusiasm about building on individual and community strengths to improve wellbeing and neighborhood health.
12. Experience working in a multicultural environment where commitment to diversity based on race, ethnic origin, gender, age, sexual orientation and physical ability is an important institutional value.
13. For the organizer working with the Bangladeshi community only. Bilingual in Bangla and English required. For both organizer positions skills in Arabic are highly valued.

Instructions to Apply

Please send a resume and cover letter to kinseymantay@gmail.com. In the subject line, please write "Community Organizer_First Name_Last Name." Candidates should state which community they would like to serve--African-American or Bangladeshi--in the body of the email.

Global Detroit is an organization committed to diversity and values people of all colors, races, ethnicities, religions, sexual orientations, gender status, ages, and national origins.

Deadline: Tuesday, December 20, 2016 at 11:59pm