



Central Florida Organizer Job Description

ABOUT ENGAGE

Engage Miami and Engage Florida build youth civic engagement, power, and equity in Florida. As a leader in civic and political education, Engage strengthens a culture of locally driven democratic participation of diverse communities, builds power to implement change, and works to advance a young people-led issue agenda that protects and invests in our communities.

JOB DESCRIPTION

Engage seeks a Central Florida Organizer to support the development of a strong and active membership base across the Central Florida region. This position focuses on community outreach, relational organizing, and membership development by connecting with young people on campuses and in communities and inviting them into Engage's organizing work.

The Central Florida Organizer will attend and host community events, build relationships with prospective volunteers and members, lead and support meetings and trainings, and execute outreach efforts such as phonebanks and member engagement initiatives to move individuals along Engage's ladder of engagement. The organizer will support base building, leadership development, engage the vote programming, and organizing campaigns across both advocacy and electoral programs.

A strong candidate for this role is responsible, adaptable, and highly relational. They are able to build trust quickly, manage multiple priorities, and consistently follow through with staff and stakeholders. They are comfortable moving between outreach, relationship-building, and internal coordination; whether tabling in the morning, following up with a prospective member, supporting a one-on-one conversation, and ensuring engagement data is updated. They are especially strong at recruiting, building relationships, and helping people take the next step into deeper involvement.

ROLE AND RESPONSIBILITIES

Membership Development

- Conduct member recruitment through tabling, community events, campus outreach, phone calls, text messages and one-on-one conversations with



prospective members, introducing individuals to Engage's mission and inviting them into membership, and organizing opportunities.

- Maintain relationships with existing members through follow-up conversations, identifying potential member leaders and supporting their continued engagement in meetings, trainings, and campaigns.
- Support the development of member leaders by encouraging and supporting members to take on increasing responsibility in organizing activities, meetings, and campaigns,
- Support member meetings and trainings relating to Engage's organizing work, issue campaigns, and opportunities for involvement
- Implement membership feedback mechanisms to gather input through conversations, debriefs or surveys, for example.
- Support voter engagement efforts, including voter registration, education, and GOTV outreach during the election cycle as part of broader basebuilding strategy, while ensuring these efforts contribute to long-term membership growth and engagement beyond election season.
- Support broader organizational priorities, including electoral, advocacy, and basebuilding efforts, as needed during key programmatic moments

Community Outreach and Basebuilding

- Serve as an on-the-ground grassroots organizer in Central Florida by identifying, and attending community events, campus activities, and partner spaces to build relationships and recruit new members and volunteers.
- Ensure timely follow-up with individuals who express interest in Engage through events, outreach, or phonebanks and support staff in maintaining strong systems for tracking engagement.
- Prepare outreach materials and support logistical coordination for organizing activities such as tabling, canvassing, phonebanks, and community events to ensure volunteers, members, and other Engage staff are equipped to participate effectively.
- Build and retain relationships with campus and community groups to expand outreach opportunities and strengthen recruitment of new members and volunteers.
- Support with creating agendas and coordinating logistics for meetings and events.
- Support issue-based organizing efforts, including mobilizing members and volunteers to attend public meetings, actions, or civic engagement opportunities.
- Recruit and prepare members to participate in advocacy moments, such as commission meetings, public comment, community actions, etc.
- Lead training and coaching that build members' skills in advocacy, storytelling, and civic participation.



Data Tracking and Coordination

- Track outreach activities, volunteer and membership recruitment, and engagement efforts using Engage's internal tracking systems.
- Maintain accurate records of volunteer and member interactions, event participation, outreach outcomes, and organizing activity.
- Provide updates to staff regarding outreach opportunities, community events, and membership engagement in the Central Florida region.
- Coordinate with staff to ensure outreach activities align with organizational goals, strategies, and campaign priorities.

Team Engagement and Collaboration

- Work closely with Engage staff to implement organizing strategies and support regional base-building and electoral efforts as needed.
- Collaborate with Engage staff, members, and volunteers to support organizing activities and events in the region.
- Participate in team meetings, trainings, and organizational activities to support coordination across Engage's programs and regions.
- Represent Engage professionally and in alignment with organizational values in all community interactions.
- Contribute to a collaborative team environment that prioritizes learning, accountability, and effective implementation of organizing goals.

QUALIFICATIONS & SKILLS

- Experience in organizing, civic engagement, advocacy, community outreach, student leadership, or related work preferred.
- Strong relationship-building skills and ability to connect with individuals from diverse communities and backgrounds, particularly young people and students.
- Comfort engaging new people through outreach tactics such as canvassing, tabling, community events, and phone outreach.
- Interest in organizing, leadership development, and youth civic engagement, with a commitment to building young people's power and participation in civic life.
- Strong communication including clear verbal and written communication and consistent follow-up with members, partners, and team members.
- Strong organizational skills and attention to detail, with the ability to manage multiple tasks, track outreach activities, and maintain accurate engagement records.
- Comfort learning and using organizing tools such as databases, spreadsheets, and phonebank platforms to track outreach and engagement.
- Interest in developing the craft of organizing, including skills such as one-on-one conversations, recruitment, leadership development, and strategic follow-up.



- Commitment to teamwork and collaboration, with a willingness to work closely with staff, fellows, volunteers, and member leaders to achieve shared goals.
- Open to feedback and committed to continuous learning, with interest in developing organizing skills and political analysis over time.
- Ability to adapt to fast-paced organizing environments and support the implementation of outreach and campaign plans.
- Commitment to working with and supporting diverse communities, particularly young voters and leaders.
- Must be able to frequently work in person, including some evenings and weekends, and to participate in community outreach activities such as canvassing, phonebanking, events, and organizing actions.
- Reliable transportation and the ability to travel to multiple sites per day while transporting materials for various actions and events.

Position Details

Position Status: Part-time, seasonal, non-exempt, weekly average of 25-30 hours.
Location: Central Florida
Reports To: Central Florida Program Manager
Compensation: \$25.00 per hour

Applications will be reviewed and candidates invited to interview on a rolling basis. If interested in the position please apply as soon as possible. Not sure if you meet the qualifications? We'd still love to see your application!

To apply, email hiring@engage.miami. Please put in the subject line **Full name/Central Florida Organizer** and include your resume and a cover letter that answers why you are interested in the position and what relevant experience makes you a strong and qualified applicant.

All ages are encouraged to apply. Engage Miami and Engage Florida are equal opportunity employers. Qualified applicants are considered for employment without regard to age, race, color, religion, sex, national origin, sexual orientation, gender identity, disability, veteran status, or any other class protected by law. Assistance and/or reasonable accommodations during the application process are available to individuals upon request.