

Transylvania NAACP Field Fellow

Objective

The **Transylvania County NAACP** is the recipient of a grant to develop ties to the voting community to better understand the issues of concern to voters, increase voter engagement, and increase voter turnout. The NAACP seeks a part-time, temporary Field Fellow to carry out this work during 2025.

The Field Fellow will be responsible for conducting a paid field operation among college students, particularly in the Rosenwald Community of Brevard and in the Town of Rosman. The fellow will be tasked with building new relationships with community members and leaders, conducting canvasses, facilitating conversations and gatherings within the communities, and gaining a fundamental understanding of each of the three distinct communities/areas. The goal of these conversations is to build a multiracial, working-class base of supporters that will continue to organize in their communities in the years to come.

The ideal candidate is a person who is highly motivated to build a powerful multiracial base that advocates for and wins changes for poor and working-class people in Transylvania County.

Essential Attributes

Organizer Mindset

- Committed to grassroots organizing and grounded in the importance of building a multiracial movement
- Willing and able to build relationships quickly, have strong follow-ups, and move people to action
- Willing to take chances, and solve problems creatively and independently
- Determined to succeed and build power

Willingness to Learn

- Balance a self-starter approach with a willingness to learn and/or adjust organizing techniques as necessary
- Listen to community members and leaders to better understand their communities to ensure that the program is the most effective it can be on the local level

Strong Interpersonal Skills

- Be able to build relationships with community members and leaders
- Have deep conversations built around self-interest
- Be disciplined in accountability and follow-up conversations
- Be able to manage relationships between members and volunteers and NAACP leadership resolve conflict and find consensus when necessary

Independent Worker

- Ability to manage multiple projects at once, meet deadlines, and hit metric goals
- Ensure that numbers are reported on time with data integrity at the top of mind
- Attention to detail and ability to provide thoughtful solutions to problems that arise

Mission Alignment

- Committed to the vision of a powerful, inclusive, rural, multiracial, working-class movement
- Is aligned with the idea that building power takes both election programs and long-term base building and investment in communities

Rural Experience

- Personal or professional experience living in rural communities, living in the South, rural organizing, and/or organizing in the South are a plus but not required

Cultural Competency

- Personal or professional experience with community initiatives in a multi-racial setting that is aware and respectful of varying norms, histories, and experiences around political and civic topics
- Specifically, knowledge and sensitivity to dynamics related to segregation, gentrification, and relationships between white and Black communities in the rural South is desired

Tasks

- Conduct door to door canvassing conversation of interest to the community
- Engage the community members in other forums such as focus groups as agreed upon with the Political Action Committee of the NAACP
- Attend relevant NAACP meetings as agreed upon

- Attend monthly meetings of the Political Action Committee of the NAACP
- Attend County Commission Meetings, School Board meetings, City Council meetings as agreed upon with the Political Action Committee
- Prepare and give remarks reflecting the concerns of the community members

Compensation, Hours, & Duration

Compensation for this contract position is \$30 hourly, with an average of 10 hours per week. Candidates with alternative proposals for hours are encouraged to apply. Mileage is compensable at the federal mileage reimbursement rate currently \$.70 per mile. Applicants must have a car, valid driver's license and insurance. While benefits such as PTO and Sick Leave are not available, the Fellow can expect to have autonomy and support from the NAACP in deciding when to take extended breaks or time-off, as well as clear communication about the meeting of goals. Some irregular hours should be expected, including nights and weekends. This position runs through the end of 2025, with the possibility of extension pending funding and strategy considerations.

How to Apply

To apply, please submit a resume and a brief cover letter to jobs@transnaacp.org. The cover letter can address ways in which you believe you fulfill some of the essential attributes of the Fellow, and notes on your experience and perspective on community organizing. Applications will be reviewed on a rolling basis and will remain open until filled.

The Transylvania NAACP is an equal opportunity employer and is committed to providing a workplace free from discrimination. We consider all applicants and employees without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, age, disability, marital status, veteran status, or any other characteristic protected by federal, state, or local laws. We believe in fostering a diverse and inclusive environment where all individuals are treated with dignity and respect.