

POSITION TITLE | COMMUNITY BUILDER (Full-Time Exempt)

THE ROLE | NeighborWorks Lincoln (NWL) seeks a Community Builder capable of advancing its mission to *improve lives by expanding affordable housing opportunities and strengthening neighborhoods*. This position directly engages with residents, stakeholders, and intersectional communities to organize, empower, and advance neighborhoods across Lincoln. The Community Builder utilizes various approaches to promote bonding and bridging social capital formation to advance key initiatives in specific geographic communities and throughout Lincoln. Community Builders work to advance NWL's Comprehensive Community Development efforts through intentional, data-driven and approaches that build on the collective strengths of community residents and their neighborhoods.

COMPENSATION | \$40,000 to \$52,000 (based on skillset and relevant experience), plus benefits

BENEFITS | Progressive workplace with paid vacation and sick leave, flexible schedules (3:2 remote work friendly), support for professional development/travel/continuing education, health insurance (medical/dental/vision), life insurance, short- and long-term disability, and savings plans (HSA, 401K) with retirement match (4%).

ABOUT US | *NeighborWorks Lincoln is a force for opportunity and inclusion across Lincoln working toward a future where every child and adult lives in a quality affordable home in a strong and socially-connected neighborhood. We believe these are the building blocks of a healthy and equitable city.* Since 1986, our community housing development organization (CHDO) has engaged neighborhoods holistically through education, engagement, and development services. The staff works to create a fun and thoughtful work environment that features a high level of autonomy and purpose for each of three program teams that benefit from frequent and strategic collaboration to improve outcomes for residents and neighborhoods alike. NWL is an "exemplary" affiliate of the NeighborWorks America national network.

QUALIFICATIONS + TALENTS | Successful candidates will demonstrate a combination of the following:

- Bachelor's degree (or corollary practical experience) in urban studies, political science, social work, planning, or related field.
- Previous community development or advocacy campaign experience preferred with demonstrated ability to work and communicate effectively and in diverse settings (analogue and digital).
- Familiar with meeting facilitation techniques and consensus building strategies.
- Preferred: Demonstrated knowledge/skill in urban planning, economic development, civic engagement, and/or public art and creative placemaking.
- Fluent in appreciative inquiry, systems thinking, privilege dynamics, systems of oppression, and asset based community development.
- Able to navigate systems and complex public processes.
- Able to build rapport and maintain generative relationships with co-workers, clients, and systems.
- Collaborative and mission-focused, with belief in the potential of affordable housing to stabilize families and advance neighborhoods.
- Preferred: Strong oral and written communication (bi- or multilingualism preferred).
- Preferred: Detail-oriented and able to develop and implement work plan; familiar with logic models and metrics preferred.
- Preferred: Fluent with Microsoft Office, Google Workspace, and virtual meeting platforms.

ESSENTIAL JOB FUNCTIONS | The following are central to performing the role:

- Work with resident leaders and stakeholders to identify neighborhood strengths, challenges, and needs in order to collaboratively develop advancement strategies.
- Deliver resident leadership curriculum that prioritizes capacity building and identification/recruitment of neighborhood leaders to help steer local activities as well as the broader organization.
- Manage projects and development activities, including assisting in volunteer and intern coordination.
- Professionally and personally committed to a more inclusive and equitable Lincoln.
- Promote racial equity, inclusion, and community empowerment in all aspects of the work.
- Be a regular participant in the civic life of Lincoln's neighborhoods.
- Partner with the Development Director to identify and pursue partnerships and funding opportunities.
- Support organizational communications across physical, digital, and social platforms in collaboration with the Senior Team.
- Participate in dialogues about the purpose and direction of programs and organization.
- Other duties as assigned: builders fill a variety of roles and settings in the community that include interacting with residents in a variety of environments in order to meet people "where they are".

PHYSICAL REQUIREMENTS | The nature of this role will require the employee to regularly stand, walk, use hands to handle or feel, reach with hands or arms, climb or balance, and talk or hear. The employee must frequently lift and/or move up to 25 pounds and be able to lift and/or move up to 50 pounds infrequently. Reasonable accommodations may be made to assist differently-abled individuals complete these core functions.

CONFIDENTIALITY | NWL understands that the pursuit of new employment can be a worrisome endeavor for anyone with stable employment and is committed to conducting the hiring process with the requisite confidentiality and accommodation requested by each candidate. Please indicate any special requests in your cover letter/email.

DIVERSITY AND INCLUSION | NeighborWorks Lincoln is committed to inclusive and equitable practices in all aspects of our work, including the furtherance of fair housing and equitable opportunities for all people to live in strong neighborhoods with access to dignified housing. This work includes individual and organizational analysis of our role in the cessation (or furtherance) of oppressive social and economic structures. We are committed to employing affirmative hiring practices and will provide candidates of any race, color, national origin, ethnic background, religion, gender/gender identity, sexual orientation, age, or disability full consideration.

SCHEDULING | NWL is supportive of flexible and remote scheduling. A 3:2 remote work strategy asks most team members to work from the office 60% of the time and be reachable by their peers from 10am and 3pm, daily. "Comp time" is utilized to recognize extraordinary effort as well as frequent evening and weekend commitments. Professional development and community service are encouraged, even (especially) during work hours (with sufficient notice).

APPLY | Email the following to Chelsea Egenberger at chelsea.egenberger@nwlincoln.org

- Cover letter (1 page preferred) that explains your interest in the position, familiarity with the organization, and relevant experience.
- Resume or Curriculum Vitae
- NOTE: A writing sample and professional references will be sought from finalists

TIMING | Applications will be accepted on a rolling basis until the position is filled. Candidate interviews will begin as early as the week of July 10, 2023, with a preferred start date in August. Incomplete or illegible materials may be rejected and NWL reserves the right to waive any requirement or consider applicants that have not formally applied.