



POSITION: Community Organizer
REPORTS TO: Engagement Director
LOCATION: Bend, Oregon (preferred); Portland, Oregon (considered)
CLASSIFICATION: Full-time, FLSA Exempt

Oregon Natural Desert Association (ONDA) is a nonprofit conservation organization with a mission to protect, defend and restore Oregon's high desert. With offices in Bend and Portland, Oregon, we represent more than 25,000 members and supporters around the state and across the country advocating for conservation and restoration of more than 12 million acres of high desert public lands in central and eastern Oregon. This includes iconic regions like the Owyhee Canyonlands, Steens Mountain, the John Day River and the Greater Hart-Sheldon. Our work requires close collaboration and partnership with local communities, Tribal Nations, elected officials and a wide array of nonprofit partners. Read more at www.ONDA.org.

POSITION DESCRIPTION

ONDA's Community Organizer develops and manages a diverse portfolio of public advocacy, communications, event and partnership activities designed to support conservation initiatives throughout central and eastern Oregon.

The Community Organizer works under the leadership of ONDA's Engagement Director to implement strategies that recruit, engage, inform and mobilize community members, partners and others to join ONDA in advocating for the protection for desert public lands, waters and wildlife. This role requires a deep passion for conservation and a commitment to developing and managing a wide range of activities to achieve advocacy and conservation goals.

The strongest candidates for this position will be those who have experience in conservation advocacy or organizing and have a general understanding of the stakeholders, issues and political dynamics relevant to public lands conservation in the West. They will bring tremendous energy and enthusiasm, strategic thinking, innovation and an unwavering commitment to ONDA's mission as they work with colleagues to champion ONDA's priorities and develop the grassroots community support needed to achieve lasting conservation outcomes. They will enjoy working in a team environment where individuals rely on one another's expertise in policy, science, communications and other disciplines to contribute to our collective goals and outcomes.

An effective Community Organizer will excel at building relationships at the local, regional and national levels and with Tribal Nations as they weave together networks that support ONDA's conservation goals. They will enjoy working across differences with people throughout the region and be eager to travel often throughout Oregon to develop and deepen relationships, make new connections and elevate ONDA's presence in local communities. They will enjoy events, public speaking, communications and

networking, and will be familiar with current tools and best practices for community organizing, including technologies and systems that harness the power of public advocacy to support conservation outcomes.

Community engagement, organizing and advocacy (65%)

- Develop and implement a range of strategies and tactics, including events, social media, email, earned media, advertising, and others, to identify and recruit conservation advocates in support of ONDA's priority campaigns
- Organize, manage and attend events to recruit and activate target communities in support of ONDA's advocacy goals
- Communicate about issues by drafting actions, emails, blogs, articles, social media, fact sheets, and other products
- Resource advocates with information, tools and materials to support their work (e.g., FAQs, draft action emails, letter templates, town hall talking points, information about where and when they can join a meeting, etc.)
- Manage and utilize technology tools such as the CRM database (e.g., Salesforce) and advocacy software in all facets of their work, developing, managing and deploying the newest and best technologies to support outcomes
- Develop and manage information and data to track outcomes, assess effectiveness and lead a data-driven, outcomes-focused program

Travel (25%)

- Travel to communities, including overnight travel, to engage with partners, members, advocates and others
- Represent ONDA at meetings and events throughout the state to strengthen relationships and support for conservation

Administration and Other (10%)

- Participate in team and staff meetings
- Prepare program assessment, summary or other reports
- Support funder, partner or other communication needs
- Engage in professional development to support continuous learning and growth
- Other duties as assigned

SKILLS AND QUALIFICATIONS

Initial applicant screening will select for those candidates that meet the following minimum qualifications:

- 4+ years of experience in environmental advocacy, community organizing or other relevant experience
- Awareness of public lands management and fish / wildlife management issues, policies and politics
- Strong team-oriented approach and desire to work with a diversity of people and interests
- Excellent written and verbal communications skills

- Proficiency with advocacy and organizing technology, tools and software. Experience with Salesforce is a plus

Following initial screening, subsequent steps in the selection process will focus on evaluating candidates based on the degree to which they possess the skills, aptitudes, experience and qualifications provided in the detailed description above. Candidates with Spanish language skills are strongly encouraged to apply.

COMPENSATION AND BENEFITS

ONDA offers an engaging and interactive work environment with 14 fellow staff. The starting annual salary range is \$59,000 to \$69,000 per year, with the actual salary within the range determined based on experience. ONDA provides a flexible and hybrid office-home work environment and full benefits package including 95% paid premiums for medical, dental and vision insurance, a 403b retirement program with 5% employer match, 13 paid holidays/year, 15 paid vacation days/year to start with increases over time, 12 paid sick days/year, and an 8-week sabbatical every 6 years.

TO APPLY

ONDA uses an anonymous screening process to ensure fair and objective application evaluation. To help facilitate this review, please submit your application via email, with your email including **two separate attachments** as follows:

- 1) **Attachment #1:** A single page .doc or .pdf file that includes your name, address, email and phone number. Do not include this identifying information anywhere else in your attachments.
- 2) **Attachment #2:** A cover letter (without your name) describing your qualifications and interest in the position, resume (without your name), and the contact information for three references. This information should be combined into a single .doc or .pdf file.

Please submit these application materials via email to conservation@onda.org no later than **5:00 p.m. Pacific Time on Friday December 19, 2025.**

ONDA IS AN EQUAL OPPORTUNITY EMPLOYER

ONDA is committed to diversity, equity and inclusion and seeks to create an inclusive environment for all volunteers, partners, collaborators and employees. Our commitment to diversity includes the recognition that our mission is best advanced by the leadership and contributions of people of diverse backgrounds, beliefs and cultures. We strongly encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientation, gender identity, military, protected veteran status or other status protected by law. Please review our commitment to fostering diversity, equity, inclusion and justice in environmental conservation at <https://onda.org/justice/>.