



Anti-Incineration Campaign Organizer

CURE MN

Full Time Position

CURE is a rural Minnesota-based organization that protects and restores resilient towns and landscapes by harnessing the power of people who care about them. We do this because we believe that robust human communities can only be sustained by healthy ecosystems, and robust natural environments can only be regained through vigorous stewardship. All our work—including our Energy Democracy program, Rural Democracy Project, and issue-based campaigns—is aimed at broadening and reinforcing the political, electoral, and social base needed to win power and address the environmental challenges, inequities, and other systemic challenges facing rural communities.

CURE is seeking an organizer to help develop and implement its new Anti-Incineration Campaign. This campaign looks to build off the robust [movement against the HERC incinerator in Minneapolis](#) to draw awareness to the harmful impacts of incineration facilities across the Minnesota and build resistance to the state's overreliance on burning garbage as an energy resource and waste management method. The organizer will also be a member of the [GAIA's Failing Incineration Project](#), a national cohort of environmental justice advocates from the communities most impacted by incineration facilities who are working to educate the public about incinerators' true climate, environmental, and economic impacts and lift up the benefits of [Zero Waste](#).

The Anti-Incineration Organizer will work in partnership with CURE's Campaign Director and other staff within the Energy Democracy Program. Currently the position is funded for one year—CURE will actively seek additional funding to support it beyond the one-year duration.

Key Responsibilities (including but not limited to):

- Coordinate, engage and implement the Anti-Incineration Campaign through planning, action research, coordinating events, strategic communication and press work, policy research, and coalition work.
- Work closely with CURE's Campaigns Director to develop strategy and meet campaign goals.
- Be CURE's primary representative for GAIA's Failing Incineration Project, participate in FIP meetings and trainings, and liaise with other GAIA members and staff.
- Participate in local and national coalition tables, external meetings, and conferences on issues of incineration, Zero Waste, and related environmental justice concerns.
- Support efforts to expand our relationships with local stakeholders in incinerator-host communities who are aligned with our interests.

Preferred qualifications:

- A strong commitment to progressive social change, environmental and energy justice, and rural revitalization.
- Community organizing or labor organizing equivalent experience preferred.
- Demonstrated connection or relationship with a community in Minnesota which is impacted by an incineration facility outside of Minneapolis ([see map](#)).
- Demonstrated ability to think strategically and execute organizing plans.
- Strong critical thinking skills and ability to think creatively and innovatively.
- Ability to work with a remotely based team spread across Minnesota.
- Ability to self-manage, including prioritizing and managing multiple tasks and effective time-management skills.
- Computer literate, and comfortable with new media technologies.
- Eligible to work in the US.
- Ability to travel within the state and nationally on occasion.

This is a full-time position. We offer a starting salary of \$50,000 and generous benefits, including:

- Individual Coverage Health Reimbursement Arrangement (ICHRA) Plan. You have the choice to either opt-in or opt-out of the CURE ICHRA Plan. As the name implies, ICHRA is based on reimbursing employees for insurance rather than buying it for them. At a high-level, the way ICHRA works is quite simple:
 1. Employers design their plan, including defining which employees are eligible and establishing reimbursement limits.
 2. Employees purchase the individual plans they want.
 3. Employees submit claims for reimbursement.
 4. Employers reimburse employees for valid claims.
- Simplified Employee Pension (SEP-IRA) Plan. CURE's contribution to this plan is ten percent (10%) of your annual gross salary. The SEP contribution is made at the end of each month.
- Paid Time Off (PTO). Effective January 1, 2023, CURE's PTO policy allows employees to take as many sick, personal or vacation days as they want, as long as they complete all their work.
- Holidays. CURE currently has twelve (12) paid Holidays per year.
- Paid Family and Medical Leave.
- CURE will provide you with a laptop and printer which is set up to CURE's specifications. Additional equipment may be purchased only with the approval of the Executive Director.
- \$50 per month Cellular Telephone Reimbursement
- \$50 per month Home Internet Reimbursement (subject to submission of required monthly documentation).

The position will be based remotely anywhere in Minnesota but with a strong preference for the area around Prairie Island Indian Community/Red Wing or Mankato (the sites of Minnesota's second and third largest incinerators). LGBTQ, women, Indigenous and people of color strongly encouraged to apply.

For questions about the position or how to apply, please contact maggie@cureriver.org