



## **Advocacy Manager Washington, DC**

### **Who we are:**

Founded by a group of dedicated individuals in 1997, Detention Watch Network (DWN) is a national coalition building power through collective advocacy, grassroots organizing, and strategic communications to abolish immigration detention in the United States. DWN is staffed by a small and growing team, committed to a vision of a world where every individual lives and moves freely and a society in which racial equity is the norm and immigration is not criminalized.

### **Recent Accomplishments:**

- Secured over 100 Members of Congress to call for cuts in federal funding for detention and deportation through the #DefundHate campaign, and blocked a billion extra dollar in enforcement funding in Fiscal Year 2019;
- DWN hosted our 12<sup>th</sup> National Member Conference in spring 2018 in Denver, CO with 200 people in attendance;
- In collaboration with members, prevented the opening of new detention facilities in the Midwest;
- Sub-granted over \$50,000 to grassroots members working to end detention locally.

### **Position Summary:**

The DWN Advocacy Manager will play a critical role in advancing DWN's mission to end immigration detention through advocacy, coalition building, policy analysis, strategy development and research. The Advocacy Manager will take the lead in supporting Congressional oversight and accountability work, and in developing and executing strategies to advance marker legislation. They will also serve as an important coalition-builder for DWN members and allies who engage in advocacy at the national level and as a resource for local DWN members engaging in in-district or state level advocacy, including supporting both of DWN's primary campaigns: Defund Hate and Communities Not Cages.

This position reports to DWN's **Policy Director**.

*Detention Watch Network is committed to the recruitment and retention of staff that is reflective of the communities we work with. We strongly encourage applications from Black people, Indigenous people, people of color, immigrants, women, people with disabilities, members of the queer and trans community, and other underrepresented and historically marginalized groups.*

### **What you'll do:**

Build coalition power

- Provide thought partnership and support DWN members in building relationships with and/or plans to pressure their Members of Congress; use DC-based presence to reinforce in-district or state level constituent work.
- Share policy/legal information and analysis with DWN staff, members and allies with a strong focus on accessible communication through a variety of platforms.
- Bring a strong anti-criminalization, abolitionist and racial equity lens to all policy and advocacy work, as well as a commitment to alignment with the analysis and demands of frontline communities.

Develop expertise on immigration detention policy:

- Offer policy expertise on immigration detention for DWN members, allies, the media and elected officials (issue-based expertise may take some time to build and that's ok!). This will take a wide range of forms from analyzing bill text to answering questions from members, Hill staffers, and reporters.
- Draft backgrounders, explainers, sign-on letters and other written materials.
- Conduct basic research and distill complex policy and/or legal information for different audiences.

Advance DWN's federal advocacy work:

- Build and maintain coalitions of other organizations (including DWN members who engage in advocacy) to support DWN's advocacy goals.
- Track shifting threats and opportunities in federal policy and legislation. This will include developing and then building support for marker legislation, defeating harmful proposals, and robusting supporting Congressional oversight and accountability.
- In close collaboration with the Policy Director, other DWN staff and DWN members, develop bold and values-aligned strategies to advance DWN's advocacy goals.
- Build and maintain relationships with strategic elected officials and decision-makers; leverage those relationships to build support for DWN's campaign goals and policy asks.

**You'll thrive in this role if this sounds like you:**

*\*While no candidate will possess every quality, the successful candidate will possess many of the following qualifications and attributes. Even if you aren't sure but are excited about the position, we encourage you to apply!\**

- Demonstrated commitment to DWN's [values](#)
- At least four years of experience working on policy, advocacy, or organizing
- Excellent verbal and written communication skills
- Experience researching, synthesizing and citing complex policy and legal information
- Strong organizational skills and ability to handle the shifting contexts and nuances coalition building entails
- Ability to work independently and collaboratively, work well under pressure and adhere to deadlines while balancing multiple projects
- Strong attention to detail
- Familiarity with social justice issues, particularly related to migrant justice, racial justice and ending mass incarceration

**We're hoping you bring 1-2 (or more) of these bonus skills:**

- Fluent in English and Spanish
- Experience with public speaking and facilitation
- Experience working with diverse coalitions
- Experience building out and implementing strategy
- Experience working against immigration enforcement

**Salary Range:** \$65,000-\$75,000

**Why work for DWN?**

- **Paid Time Off:** Staff are eligible for **15** vacation days their first year of employment; **20** vacation days during years two through seven; and **25** vacation days after eight years of employment; plus we are closed between December 25 and January 1.
- **Commitment to our staff:** DWN invests in staff growth and professional development opportunities and is committed to providing regular feedback and opportunities for advancement.
- **Crystal clear focus:** Our team gets to work with dedicated and growing [membership](#) committed to the abolition of immigration detention.
- **Wellness Fund:** We know that this work can be physically and emotionally taxing, so DWN offers a wellness fund to all staff: a stipend of \$500 per year to go towards personal health and self-care (yoga classes, therapy co-pays, massages, workout gear—whatever works for you!)
- **Our team is awesome:** You'll be working with a group of smart, dedicated, and caring [people](#) who know how to have fun while getting a lot done in a low-ego environment!
- **Added perks:** we offer generous benefits and salaries, a monthly cell phone stipend to all staff, flexible work from home options, annual 3% Cost of Living Adjustments (COLAs), plus staff are entitled to a sabbatical after eight years on staff. **We can also provide relocation funds.**

**To Apply:**

Email your resume, cover letter, and writing sample to [jobs@detentionwatchnetwork.org](mailto:jobs@detentionwatchnetwork.org).

Detention Watch Network, a project of Tides Center, is an “at-will” and equal opportunity employer. Applicants and employees shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, mental or physical disability, sexual orientation, gender (including pregnancy and gender expression) identity, marital status, veteran status, medical condition, or any other protected classification. Reasonable accommodation will be made so that qualified disabled applicants may participate in the application process. Please advise in writing of special needs at the time of application.