



Organizing and Membership Director
Location: Remote, anywhere in the U.S.

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.

Position Summary:

The DWN Organizing Director will build the power of the Network and movement to abolish immigration detention, by: developing the leadership of members to drive campaigns; growing DWN's capacity to support local and national efforts challenging immigration enforcement, recruiting new organizations and individuals to join; and building power with national partner organizations. The Organizing and Membership Director will develop and implement campaigns and engage in public education, outreach and ally building.

This position reports to DWN's Program Director. *Some travel is required.*

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, Indigenous, people of color, immigrants, women, people with disabilities, members of the LGBTQ community, and other underrepresented and historically marginalized groups.

What you'll do:

Campaigns & Power-Building

- Develop and execute overall strategy of DWN's Communities Not Cages campaign (plus any future campaigns developed), including campaign coordination, strategy development, outreach, and evaluation.
- Grow DWN's base by increasing the reach of our campaigns, developing cohesive field strategies, and supporting the development of digital strategies.
- Manage strategic relationships with national partner organizations campaigning on immigration, enforcement, and criminal legal system reforms.
- Build connections with groups focused on decarceration and police reform.

Education & Member Engagement

- Encourage member involvement in DWN public education, organizing, media, advocacy, and public policy efforts with a focus on developing member leadership and capacity.

- Act as a spokesperson on behalf of the Network at events and for the media.
- Identify and recruit potential new members in collaboration with the Membership Development Director and other staff.
- Develop and maintain strong relationships with DWN's grassroots member organizations and elevate the participation and influence of directly impacted individuals and their families within the network.
- Bring an abolitionist analysis encouraging member collaboration and joint strategy with organizations focusing on the criminal legal system.
- Regular local and domestic travel (up to 30%) to conduct outreach to meet with members and support campaign activities

Management & Strategy

- Directly supervise Organizing and Membership Team members on staff.
- Serve on the Leadership Team to shape programmatic strategies and support organizational development.
- Oversee membership strategy and planning, including strategic convenings (issue-based or regional), capacity building, and leadership development of formerly detained leaders.
- Strategize with leadership, members, and other staff to achieve the Network's goals.
- Develop and maintain relationships with movement allies and constituencies to develop collaborative strategies.

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!

- At least nine years' experience in community, regional, or national organizing strongly preferred.
- Experience supervising staff and volunteers.
- Experience leading national or statewide coalition work.
- Experience as a media spokesperson and with public speaking generally.
- Experience with digital organizing.
- Familiarity with social justice issues, particularly related to human rights, immigrant rights, racial justice and/or criminal justice.
- Familiarity with popular education methodology, a plus.
- Bilingual proficiency (i.e., English and additional language), with ability to translate and interpret.
- The ability to work effectively and collaboratively with diverse populations.
- Excellent verbal and written communication skills.
- Proficient Microsoft Suite skills.
- Strong organizational skills and attention to detail.
- Demonstrated community organizing and strategy development skills.
- Management skills, including facilitation of groups, volunteer management, and program coordination.

- Ability to handle the shifting contexts and nuances coalition building entails
- Willingness and ability to travel as described above.

Salary: \$95,000- \$105,000 salary base

(plus an extra \$2,000 for residence in a location that is over 25% above the federal average cost of living index, or \$4,000 for residence in a location that is over 50% above the federal cost of living index).

Why work for DWN?

- **4-Day Work Week:** DWN operates on a 32-hour, Monday-Thursday 4-day work week.
- **Paid Time Off:** Staff are eligible for **3 weeks** their first year of employment; **4 weeks** days during years two through seven; and **5 weeks** after eight years of employment; plus, we close for two weeks at the end of the year.
- **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!)
- **Added perks:** we offer generous benefits and salaries, a monthly cell phone stipend to all staff, plus eligibility for an eight-week sabbatical after three years on staff.

To Apply:

1. Apply using our online form, including answering the following questions in the fields provided:
 - i. What motivates you to work for Detention Watch Network?
 - ii. What specific skills, life and work experiences, and/or interests do you bring that you believe would contribute to and align with DWN's goals and values?
 - iii. Tell us about an organizing campaign that was most significant to you. What were you trying to achieve and how did you approach it?
2. Submit your **resume** and relevant **work samples**, such as campaign plans or toolkits, calls to action, or curriculum.

Applications will be reviewed on a rolling basis, with priority given to applications received by **February 28, 2025**.

Priority Start Date: **May 2025**.

Detention Watch Network is an “at-will” an 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. While performing the responsibilities of the job, reasonable accommodations may be made to enable people with disabilities to perform the essential functions of the job.