



Organizer

**Location: Anywhere in the US
(with preference for Texas, Atlanta, New Orleans, and DC)**

Who we are

Founded by a group of dedicated organizations in 1997, Detention Watch Network (DWN) is a national coalition of over 100 organizations 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 DWN Accomplishments

- Since the launch of the Defund Hate campaign in 2017, have blocked \$12 billion in funding requested for ICE and CBP
- Coordinated the national Free Them All campaign in response to COVID-19;
- Supported the passage of anti-detention state laws in California and Illinois;
- Sub-granted over \$200,000 to grassroots members working to end detention locally.

Position Summary

The DWN Organizer will play a critical role in building relationships, providing resources, and serving as a connector between member groups locally and nationally. The organizer will support capacity-building, strategy development and coalition work for DWN's current campaigns. The organizer will contribute to growing DWN's capacity to support local, regional, and national efforts challenging detention. They will also support members engaging in public education, outreach and ally building activities, and coordinate key membership calls and events.

This position reports to DWN's Organizing 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 LGBTQ community, and other underrepresented and historically marginalized groups.

What you'll do:

Organizing and Coordination

- Support the coordination of DWN campaign activities (including Communities Not Cages, Defund Hate and other campaigns), including public education, action alerts, organizing events, ally building activities, outreach and assessment;

- Regular travel to conduct outreach, meet with members and support local campaign activities; as well as some travel for staff retreats and campaign work (when it is safe to travel);
- Assist in surveying and assessing member skills, as well as existing and emergent needs;

Expand DWN's presence and reach

- Develop and maintain strong relationships with DWN's grassroots member organizations;
- Have a proactive approach to addressing and supporting response to developments on the ground as they relate to detention expansion;
- Highlight member organizations' work, provide support, and collaborate when rapid response needs are expressed

Support the coordination and execution of meetings and convenings

- Support coordination of regional convenings in collaboration with DWN staff and members;
- Implement migrant and racial justice frameworks and strategies into the Network's activities.
- Support DWN's campaign and capacity building activities, including public education, action alerts, organizing events, ally building activities, outreach and assessment;
- Support with the coordination of webinars and other spaces for members to share skills.

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!*

Experience

- At least two years' experience in community, regional, or national organizing strongly preferred.
- Experience working in local, state, or national coalitions
- Demonstrated success working with grassroots organizing campaigns
- Demonstrated commitment to DWN's [values](#)

Knowledge

- Familiarity with social justice issues, particularly related to human rights, immigrant rights, racial justice and/or criminal justice.
- Familiarity with immigration enforcement, detention, and deportation, including lived experiences, a plus.
- Familiarity with popular education methodology, a plus.

Skills and Abilities

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

Salary Range: Starting at \$60,000

***DWN employees are eligible for an additional \$2,000 on top of their annual salary for the following factors:

- Paying for educational loans (must show proof, including projected end date)
- Living in a major metropolitan city

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, plus eligibility for an eight-week sabbatical after three years on staff.

Detention Watch Network 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. 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.

How to Apply

Email your resume, cover letter, and a work sample (relevant examples include, but are not limited to: outreach email, action toolkit, workshop curriculum, call to action, training template, action workplan, etc.) to jobs@detentionwatchnetwork.org.

For the cover letter, please answer the following questions: 1) Why you are interested in this position; 2) your approach to organizing and coalition building; 3) factors you consider when you are building an organizing campaign and strategy.

If selected for an initial screening interview, DWN's hiring consultant, Ebony Ross, will reach out to you.