



**Organizing Manager or Senior Organizing Manager**  
**Location: AZ, FL, GA, LA, NM, or TX**

**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:**

DWN is looking for a Senior Organizing Manager or Organizing Manager who will help build the power of the Network and our members by providing key support to the development and implementation of campaign strategies and growing DWN's capacity to support local, regional, and national efforts challenging detention. The (Senior) Organizing Manager will work with members and DWN staff to draft and implement statewide, regional, and national campaigns; engage in public education and training, outreach, and ally-building activities; and coordinate key membership calls and events.

This position reports to DWN's Organizing and Membership Director and will supervise at least one organizer.

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

**What you'll do:**

**Campaigns and Strategy**

- Execute DWN's campaigns (currently Communities Not Cages and Defund Hate, plus any future campaigns developed), including campaign coordination, strategy development, outreach, and evaluation.
- Grow and deepen DWN's base (organizational members) by increasing the reach of our campaigns and developing cohesive organizing strategies.
- Co-develop strategy for anti-detention campaigns alongside staff, local and national members, and partners across the country.
- Respond to rapid developments including threats of detention expansion.
- Develop and maintain relationships with movement allies and constituencies to develop collaborative strategies.

Power Building, Coalition Building, and Member Engagement

- Build and support local or regional coalitions of organizations that are aligned with DWN's values and goals to end immigration detention.
- Lead regional convenings, webinars, and other spaces for members to share skills and strategize.
- Develop and maintain strong relationships with DWN's grassroots member organizations, encouraging the participation of members in DWN's programmatic activities.
- Regular travel to conduct outreach (at least 30%), meet with members, and support local campaign activities, as well as some travel for staff retreats and campaign work.
- Build connections and relationships with organizations and groups focused on racial justice, decarceration, immigrant justice, and criminal justice.

#### Supervision

- Supervise at least one DWN Organizer on staff, including providing regular feedback, coaching, and conducting evaluations.

#### **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 5 years or 7 years of experience for Organizing Manager and Senior Organizing Manager, respectively, in community organizing and grassroots organizing campaigns is strongly preferred.
- Experience supervising or coaching staff and volunteers.
- Experience leading national or statewide coalition work.
- Ability to navigate the shifting contexts and nuances coalition building entails.
- Excellent verbal and written communication skills.
- Proficient computer skills, including Microsoft Suite.
- 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 travel at least 30 percent of the time.
- Ability to work effectively and collaboratively with diverse communities.
- Familiarity with social justice issues, particularly related to human rights, immigrant rights, racial justice, and/or criminal justice.

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

- Bilingual proficiency (i.e., English and additional language), with ability to translate and interpret.
- Experience as a media spokesperson and with public speaking generally.

- Understanding of abolitionist framework.
- Working knowledge of how the immigration detention system operates, a plus.
- Familiarity with popular education methodology, a plus.

**Salary Range:**

\$70,000 – \$80,000 (Organizing Manager)

\$80,000 - \$90,000 (Senior Organizing Manager)

*(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?**

- 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:**

Email your resume, cover letter, and relevant work sample to

[jobs@detentionwatchnetwork.org](mailto:jobs@detentionwatchnetwork.org). Please answer the following in your cover letter:

- What motivates you to work for Detention Watch Network?
- What specific skills, life, and work experiences, and/or interests do you bring that you believe would contribute to and align with our organization's goals and values?
- Have you had any prior experience in a leadership role that involved managing a team or motivating someone towards a common goal?

Applications will be reviewed on a rolling basis, with priority given to applications received by **November 10, 2023**.

Priority Start Date: **January 2024**.

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.