



## **Organizer**

**Location: Anywhere**

**(with slight preference for Chicago, Los Angeles, or D.C. metro areas)**

### **Who we are:**

Founded by a group of dedicated organizations 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 DWN 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 dollars 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 at the local level.

### **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 is a one-year temporary staff position to be extended depending on funding.**

This position reports to DWN's Organizing Director.

DWN 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
- 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!*

- Demonstrated commitment to DWN's [values](#)
- Demonstrated success working with grassroots organizing campaigns
- Excellent verbal and written communication skills
- Understanding of organizing context in their home state, in particular knowledge of the landscape as it relates to immigrant rights
- Strong organizational skills and attention to detail
- Ability to work independently and collaboratively, work well under pressure and adhere to deadlines while balancing multiple projects
- Ability to travel at least 30 percent of the time
- Familiarity with social justice issues, particularly related to migrant justice, racial justice and abolition

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

- Ability to handle the shifting contexts and nuances coalition building entails
- Fluent in English and Spanish, or another second language
- Public speaking and facilitation skills
- Demonstrated ability to research, synthesize and cite complex information
- Successful in building out strategies within regional or local campaigns

**Salary Range:** \$55,000-\$60,000

**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 our offices are closed 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 a 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

**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.