



Organizing Director
Location: Anywhere in the U.S.

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, and the House proposal for the Fiscal Year 2021 DHS bill is the first to propose massive cuts to the enforcement system.
- Coordinated and led multiple national days of action (digital and in-person) as part of Free Them All efforts;
- Supported the passing of anti-detention state laws in California and Illinois;
- Sub-granted over \$150,000 to grassroots members working to end detention locally.

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 Director will develop and implement campaigns and engage in public education, outreach and ally building.

This position reports to DWN's current Organizing Director, who will be transitioning into a new role in Fall 2020.

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

Campaigns & Power-Building

- Manage the day-to-day operations of DWN's field campaigns (currently Communities not Cages and Defund Hate, 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 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 that encourages member collaboration and joint strategy with organizations focusing on the criminal legal system.
- Regular local and domestic travel (up to 40%) to conduct outreach, meet with members and support campaign activities is required to fulfill the essential job duties of this position (as soon as it is safe to travel again).

Management & Strategy

- Directly supervise DWN Organizers on staff.
- 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!

Experience

- At least five 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.

Knowledge

- 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.

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 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: \$86,000 or more, dependent on experience

***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 writing sample to jobs@detentionwatchnetwork.org. If selected for an initial screening interview, DWN's hiring consultant, Ebony Ross, will reach out to you.