



Organizer

Detention Watch Network

Location: Texas (Houston or San Antonio area preferred)

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 dollar in enforcement funding in Fiscal Year 2019;
- DWN hosted our 12th 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 locally.

Position Summary

The DWN Organizer will play a critical role in building relationships, providing resources, and serving as a connector between local groups across the state and nationally with a focus on detention in Texas. 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, but may be extended depending on funding.**

This position reports to DWN's National 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.

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

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 in-state travel to conduct outreach, meet with members and support local campaign activities; as well as some national travel for staff retreats and campaign work
- Assist in surveying and assessing member skills, as well as existing and emergent needs;

Expand DWN's Texas presence and reach

- Develop and maintain strong relationships with DWN's grassroots member organizations, specifically in Texas;
- 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](#)
- At least two years of experience working with grassroots organizing campaigns
- Excellent verbal and written communication skills
- Experience organizing within Texas, 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

- Fluent in English and Spanish
- 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
- Experience with public speaking and facilitation
- Experience working with diverse coalitions
- Experience researching, synthesizing and citing complex information
- Experience building out strategies within regional or local campaigns

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 and cover letter to 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.