DETENTION
WATCH NETWORK

Research Manager or Senior Research Manager
Location: Anywhere in the US

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:
The Research Manager or Senior Research Manager is part of the organization's Advocacy Team and will play a critical role in advancing DWN's mission to end immigration detention through research, data and policy analysis, writing, strategy development, and coalition building. Our team provides technical assistance and education to DWN members, the public, lawmakers, and other stakeholders. The person will play a significant role in educating our members and helping shape our advocacy through research, analysis, and writing. They will also serve as an important coalition-builder for DWN members, partners and allies who engage in research and analysis on issues relevant to DWN's advocacy work.

Dependent on the candidate's level of experience, the position will be offered at the Research Manager or Senior Research Manager position.

This position reports to DWN's Advocacy Director. Travel is required. **This is an 18-month position with the possibility of extension.**

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:
Advance DWN's Advocacy Strategy through research and writing

- The primary function of this role is to monitor, research, analyze and draft written resources related to the immigration detention policy in the United States, including both quantitative and qualitative research.
- Research information related to immigration detention from a variety of sources including the government (ICE data, memos, legislation, contracts), conversations with DWN members, people in detention, FOIA requests, media reports, academic reports and data analysis, etc.
- Conduct research and analysis on complex policy, law and/or data, including tracking and analyzing ICE detention numbers (including number of people

in detention, average lengths of stay, and other key data and indicators), existing detention contracts, and expansion threats.
- Draft, proofread, and edit written materials (both rapid and long-form, including policy briefs, explainers, fact-sheets, reports and presentations) for a variety of audiences including the public, DWN members and partners, policy makers and media with the purpose of advancing DWN's advocacy goals.
- In collaboration with the rest of the DWN advocacy team to identifies key trends, opportunities and threats to help develop advocacy strategy.
- In close collaboration with the Advocacy Director, DWN staff and members, identify areas of research related to immigration detention, analyze findings to identify important areas of intervention, and develop bold and values-aligned strategies to advance DWN's advocacy goals.

Provide Technical Assistance and Analysis on Immigration Detention

- Collect information and trends using the above sources and creating an information tracking system that is easily accessible for other DWN staff and allows us to quickly share information with members, partners, media as requested.
- Bring a strong anti-criminalization, abolitionist, and racial equity lens to all analysis, policy and advocacy work, as well as a commitment to alignment with the analysis and demands of frontline communities.
- Build DWN member capacity by providing technical assistance, advocacy trainings and workshops, including responding to research inquiries.

Build Coalition Power

- Represent DWN in national and local coalition spaces focused on issues related to immigration detention and incarceration, especially with other data analysts and researchers focused on immigration detention or incarceration more broadly.
- Develop and maintain relationships with allies and partners to develop creative and collaborative advocacy strategies to advance DWN's mission.
- Support the implementation of national and local campaign strategies, including being a thought partner in developing strategies with members of the Communities Not Cages coalition.

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 4-6 years working on policy, advocacy, or organizing.
- Exceptional verbal and written communication skills.
- Excellent organization skills, attention to detail, with the ability to prioritize tasks and responsibilities.
- Proficient in Microsoft Office and ability to learn and work in new software.

- Knowledge of legislative and administrative processes, especially at the federal level.
- Experience writing and editing reports and other written materials.
- Ability to work independently and collaboratively in teams and coalitions, work well under pressure, and adhere to deadlines while balancing multiple projects.
- Experience researching and analyzing data and analyzing and interpreting legislative and regulatory language, and communicating them to a variety of audiences
- Strategic thinker with an ability to anticipate challenges and address roadblocks as they arise.
- A demonstrated ability to develop and maintain strong relationships and partnerships with national and grassroots coalitions of organizations, community members/leaders, and public officials.
- **Manager:** JD, MPA, MPP, or similar degree *preferred*, with at least four years of relevant policy or legal advocacy experience.
- **Senior Manager:** JD, MPA, MPP, or similar degree *preferred*, with at least six years of relevant policy or legal advocacy experience.

We're hoping you also bring some of these bonus skills:

- Fluent in Spanish, with the ability to interpret and translate.
- Experience with public speaking and facilitation.
- Experience working with diverse coalitions.
- Experience building out and implementing strategy.
- Experience working against immigration enforcement.
- Experience conducting legislative analysis, policy/advocacy, and has familiarity with political research.
- Familiarity and experience working on social justice issues, particularly related to migrant justice, racial justice, and ending mass incarceration.
- Experience working alongside and honoring the leadership of frontline communities.

Salary Range: $70,000 – $80,000 (Advocacy Manager) or $80,000 - $90,000 (Senior Advocacy 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?

- **4-Day Work Week**: DWN operates on a 32-hour, Monday-Thursday 4-day work week.
- **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:

Apply using our online portal, including answering the questions 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?
- What experience do you have with providing rapid policy analysis and/or conducting qualitative and quantitative data analysis, as well as communicating your findings to a broad audience? How have you made complex findings and concepts accessible to a broad audience?

Application Process:

1. Upload your **resume** in the indicated section.
2. Upload your responses to the **cover letter questions and a relevant work sample in the cover letter section**, *such as a writing sample, that demonstrates your legal, policy, or data analysis skills and ability to communicate to broad audiences.*
    - Please note: To upload your documents in the cover letter section, you must combine your cover letter and work samples in one file.

At DWN, we encourage individuals to limit their use of AI whenever possible because we want to see your skills and talents. Any responses to the cover letter questions that are a clear product of AI will be disqualified.

Applications will be reviewed on a rolling basis, with priority given to applications received by **July 9*, 2025.***

Priority Start Date: **October *2026.***

Detention Watch Network is an “at-will” an 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.