# Job Opening

## COMMUNITY DEFENSE ORGANIZER

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| **Position:** | Community Defense Organizer |
| **Type:** | Full time |
| **Compensation:** | $46,500 - $48,000 depending on experience and qualifications. Health and dental insurance, paid vacation and sick leave provided. |
| **Based in:** | Flexible, but must be based in the Southeast |
| **Deadline:** | March 27th, 2020 or until filled |

**ABOUT SEIRN:**

The mission of the Southeast Immigrant Rights Network (SEIRN) is to lift up the voice and the leadership of immigrant communities of the Southeast at the regional and national levels. We promote collaboration and exchange between our members, as well as political education and collective action to build just and inclusive communities. SEIRN envisions a shared struggle between the immigrant community and other marginalized communities to build a movement that transforms the Southeast in a place that respects the dignity and the human rights of all.

**POSITION OVERVIEW:**

SEIRN seeks a highly motivated, talented and purpose driven individual to serve as a Community Defense Organizer. This candidate will work with SEIRN members and partners to develop strong local rapid response infrastructures, provide regional rapid response coordination, and support efforts to fight back against ICE enforcement in the Southeast. The Community Defense Organizer has a deep commitment to collaborative efforts, centers the leadership of directly impacted grassroots leaders, and has the ability to act decisively under pressure and in collaboration with key partners.

SEIRN does not have a physical office. The Community Defense Organizer can be based anywhere in the Southeast but will be expected to travel often.

**KEY RESPONSIBILITIES INCLUDE:**

- During the first few months of employment, this organizer will provide key support to communities in Mississippi impacted by the August 2019 raids, in coordination with local partners
- Coordinate trainings to help communities develop their rapid response plans and structures
- Work with SEIRN members who have experience with raids response to help communities around the Southeast to develop or strengthen their own local rapid response plan (hotline or alert system, plan to support affected families, and community organizing plan)
- Provide key support to communities impacted by ICE raids in the implementation of rapid response plans and provide assistance in base-building, leadership development and political education efforts as part of the response
- Work with SEIRN members and partners to develop a regional rapid response infrastructure to be activated in the event of a major ICE raid or operation in the Southeast
- Monitor ICE enforcement practices, tactics and policies nationally and in the region, and maintain SEIRN members and key partners informed
- Coordinate collaborative efforts and build coalition support with regional and national partners to take action against ICE enforcement operations in the Southeast
- Help plan and implement meetings, trainings, gatherings, and large scale events, including the annual SEIRN Conference
- Develop and maintain relationships with movement leaders and other relevant community organizations
- Participate in regional and national alliances and coalitions as appropriate
- Support and participate in efforts led by Black, LGBTQ+, Indigenous and low income communities to fight criminalization and build towards collective liberation for all of our communities
- Administrative responsibilities include:
    - Weekly check ins with Co-Director
    - Bi-weekly staff calls
    - Quarterly staff planning and evaluation retreats
    - Staff evaluations
    - Board reports
    - Administrative paperwork including timesheets, credit card reconciliations, payment requests, reimbursement requests, evaluation and documentation

**REQUIREMENTS:**

- At least two years of grassroots organizing experience; three or more years experience preferred
- Experience doing coordinated raids response and/or crisis response work
- Bilingual in English and Spanish with strong writing skills in both languages
- Attention to detail and strong organizational, problem-solving and analytical skills; highly organized and structured; ability to make timely, knowledgeable and practical decisions guided by SEIRN's principles

- Critical thinker who is able to handle multiple tasks simultaneously, to complete tasks in a timely and organized manner, and handle stress
- Excellent interpersonal and communications skills
- Patience, humility, and ability to relate to work with people under high levels of distress
- Strong stress management skills, self-care practices and commitment to collective-care
- Experience building collective decision-making structures
- Experience and capacity to work in strategic partnerships and build strong alliances
- Aptitude to comfortably provide support and guidance to partners during a crisis or disruption
- Capacity to proactively monitor potentially impactful events and facilitate related response efforts
- Demonstrated commitment to centering the leadership of directly impacted families and immigrants and building/supporting grassroots leadership power and capacity
- Deep commitment to SEIRN's **mission, vision and principles**
- Understands her/his/their role as a regional organizer, respects and uplift local leadership
- Must be based in the Southeast
- Ability and willingness to work with different immigrant communities
- Ability and willingness to travel frequently (2-3 times per month and may involve staying on location for 1-2 weeks at a time during a crisis)
- Ability and willingness to work nontraditional hours including evenings and weekends (work long hours when responding to a crisis)
- Able and willing to work independently and remotely (SEIRN does not have a physical office) and be part of a team that is geographically spread out

**Please send cover letter, resume, and 3 references to: hiring@seirn.org with "Community Defense Organizer" in the subject line.** Applications will be accepted and considered until the position is filled.

*SEIRN does not discriminate on the basis of race, ethnicity, national origin, religion, gender, sexual orientation, disability, age, marital status, or status with regard to public assistance. We are an equal opportunity employer and strongly encourage immigrants, people of color, women, and LGBTQ+ individuals to apply.*

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