



## **JOB POSTING: Statewide Organizer, California Dream Network (CDN)**

The Coalition for Humane Immigrant Rights (CHIRLA) is a nonprofit organization founded in 1986. CHIRLA is a California leader with national impact made of diverse immigrant families and individuals who act as agents of social change to achieve a world with freedom of mobility, full human rights, and true participatory democracy. CHIRLA organizes and serves individuals, institutions and coalitions to build power, transform public opinions, and change policies to achieve full human, civil and labor rights. Guided by power, love and vision of our community, CHIRLA embraces and drives progressive social change.

### **POSITION DESCRIPTION:**

CHIRLA is seeking an experienced a Statewide Organizer, California Dream Network (CDN) who will organize the college youth network across the state of California to help build and strengthen a statewide organizing and campaign work. The Statewide Organizer will be responsible to coordinate the CDN member campuses by conducting direct outreach and recruitment of youth members. The Organizer will work towards the building of a CHIRLA base in the aforementioned regions. We are looking for someone with deep roots in this region, committed to immigrant leadership and to contribute to our Organizing Team.

The ideal candidate will be someone who has a vision and strong desire to build CHIRLA's local and statewide power, but also loves to implement program work at the local level and to work directly with organizers and grassroots leaders to build a strong powerful base. This position is for someone who enjoys working in the field, establishing relationships with community members and local allies, as well as to further the progress made on immigrant rights in California.

### **RESPONSIBILITIES AND DUTIES:**

#### **Organizing and Education (50%)**

- Develop and implement outreach and recruitment plan for Los Angeles County college campuses' AB 540 and/or immigrant student clubs into the California Dream Network (CDN)
- Develop and implementation of leadership development program for Los Angeles CDN Members
- Facilitate communication between campus organizations (in Los Angeles and State-wide)
- Develop and disseminate immigrant rights materials as they pertain to youth
- Convene and facilitate CDN Steering Committee meetings (virtual and/or in-person)
- Conduct presentations to community at large concerning current CHIRLA campaigns (virtual and/or in-person)





### **Campaign Coordination (25%)**

- Conduct necessary research for the Network and/or CHIRLA campaigns
- In conjunction with Communications Director and Communications Team, develop and implement media strategies around campaigns and manage media inquiries around immigrant youth issues
- Support CHIRLA's electoral work (during election cycles)
- Work closely with the Director of Policy and Advocacy, and Director of Organizing to determine policy priorities for the CDN and CHIRLA at large

### **Coalition Building (15%)**

- Identify new coalition partners for the Network and Dream Resource Centers Coalition, recommending strategic areas of work and facilitating direct relationships with individual campuses where necessary
- Provide training to ally and/or emerging organizations on student organizing strategies and tactics
- Represent CHIRLA with local/regional or national organizations or coalitions, as assigned

### **Project Oversight, Planning and Reporting (5%)**

- Incorporate member feedback into planning and evaluation at all levels
- Submit yearly work plans with goals and key priorities for CDN LA Region
- Submit weekly written report on activities and progress on goals through Salesforce reporting;
- Participate and provide some leadership in overall Organizing Team Planning, goal setting, and evaluations

### **Administrative Duties (5%)**

- Participate in and report at general staff and organizing team meetings
- Submit reports and plans in a timely manner
- Submit timecard and other administrative materials according to deadlines
- Perform other duties and responsibilities as assigned including coverage for other staff on team

## **SKILLS AND QUALIFICATIONS:**

### **Required**

- Bachelor's degree in related field
- Minimum of three to five years of knowledge of immigrant organizing models and experience supporting leadership development of grassroots members
- Minimum of three to five years experienced in developing and executing leadership development training that deepen grassroots member understanding and analysis of the systemic natures of oppression
- Must have experience with national, state and local organizational players engaged in immigrant rights and related issues
- Must have experience in campaign development and implementation
- Must have experience on logistics for events and actions





- Must have strong experience in community organizing with a demonstrated ability to coordinate issue campaigns with volunteer grassroots members and leaders
- Must be able to travel between multiple CHIRLA sites, including Los Angeles, Sacramento, Washington, DC
- Must have excellent written and verbal communication skills in English and Spanish.

### **Preferred**

- Project management experience a plus

### **Desired Traits or Characteristic**

- Ability to maintain positive working relationships with staff, members and allies
- Ability to work effectively under pressure with last minute deadlines
- Experience collaborating with community organizations in local geographic area
- Highly self-motivated, creative, takes initiative, ability to learn quickly, flexible and able to work as part of an interdisciplinary team of legal staff
- Must be able to work efficiently and manage multiple projects at once, which may be at different stages of design and execution
- Self-motivated – proven ability to work independently and open to be innovative and creative
- Dedication and ability to work flexible hours
- Ability to plan and prioritize work activities, meet deadlines and follow-up on assignments with a minimum direction
- Excellent problem-solving and follow-through skills
- Able to work independently as well as a member of a team
- Excellent interpersonal and verbal and written communications skills
- Proficient with Word, Excel, and Power Point and other Microsoft Suite or other software utilized by CHIRLA
- Professionalism, maturity and ability to work as a team and independently
- Interest in and/or history of working for social justice
- Strong commitment to CHIRLA's mission of empowering low-income community groups and immigrants
- Must be flexible and willing to work early morning, evening and weekend hours;
- Strong interpersonal skills, including the ability to successfully relate to community residents
- Support CHIRLA's fundraising goals including annual fundraising drive and GALA activities





**JOB TITLE: Statewide Organizer (CDN)**

**Salary & Benefits: \$64,896 to \$67,491.84**

CHIRLA offers a competitive salary based on qualifications and an excellent benefit package, Which includes generous time off benefits, 401K Plan, health, dental and vision plans

**FLSA Classification:** Exempt/Salary, full-time regular

**Classification:** CHIRLA recognizes a staff bargaining unit affiliated with AFSCME District Council 36. This position is included in CHIRLA's bargaining unit and covered under the terms of the collective bargaining agreement.

**COVID-19 Requirements:** CHIRLA requires all new employees to be fully vaccinated against COVID-19 or submit weekly negative test results

**REPORTS TO:** Director of Organizing

**CLOSING DATE OF THIS POSITION:** Position will remain open until filled

**LOCATION:** Los Angeles, Headquarters

**To apply, email resume and cover letter to: [jobs@chirla.org](mailto:jobs@chirla.org)  
Subject Line should read: Statewide Organizer, California Dream Network (CDN)**

CHIRLA is an equal opportunity employer and makes employment decisions on the basis of merit and administers all terms and conditions of employment, including recruitment, appointment, promotion, compensation, benefits, transfers, training and educational opportunities without regard to pregnancy, childbirth or related medical conditions, genetic information as defined by the Genetic Information Nondiscrimination Act, race, religion or religious creed, color, gender, gender identity or expression, national origin or ancestry, physical or mental disability, medical condition, marital status, registered domestic partner status, age (40 or older), sexual orientation, HIV/AIDS status, pregnancy or pregnancy-related disability, military or veteran status or any other basis protected by federal, state or local law or ordinance or regulation. **All such discrimination is unlawful.** It also prohibits unlawful discrimination based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics. All such discrimination is unlawful.

