



## **Job Announcement: Organizer or Senior Organizer (Full-Time)**

\*The role may be **Senior Organizer** depending on level of experience

### **ABOUT US**

The Immigrant Defense Project (IDP) is a New York City-based nonprofit that works to secure fairness and justice for all immigrants by transforming the racially-biased criminal and immigration systems. IDP was founded over twenty years ago to address the crisis of escalating criminalization and mass deportation. Our work attacks the injustices at the intersection of the criminal and immigration systems via a multi-pronged strategy that includes strengthening immigrant defense through technical assistance and trainings, challenging unfair laws through impact litigation, shaping local, state, and federal policy through advocacy, and working alongside communities to build alliances and education.

IDP's advocacy work seeks to advance IDP's mission by building unity and power to fight for the rights of all immigrants, in particular those with criminal legal system contacts and subject to discriminatory policing, in order to reverse and ultimately end the era of mass criminalization and deportation. Core strategies in this work include i) identifying interventions to advance and protect the rights of immigrants with criminal contacts and to challenge the logics that fuel their perpetual punishment ii) expanding and deepening relationships in this work with key partners from community organizations, to legal advocates and elected representatives, and iii) leveraging IDP's expertise on crim-imm issues in pursuit of key change for the communities we fight for.

### **POSITION SUMMARY**

IDP's Immigrant Justice Organizer will focus on identifying, supporting and implementing strategic organizing and advocacy responses to advance IDP's mission, and use our voice and expertise to change the narrative on criminalization of immigrants and build power in the field. Core responsibilities include working with IDP's advocacy team and other teams as appropriate to develop, lead and support creative state and local policy interventions to: i) stop the police-to-deportation pipeline and end entanglement between immigration and local law enforcement in New York; ii) minimize or eliminate immigration consequences in the criminal legal system in New York; iii) work to intervene in and end the perpetual punishment of immigrants impacted by the criminal legal system by advocating for individual pardons and clemency justice. The organizer may also engage in work at the federal level to dismantle criminalization in our immigration and criminal laws on a limited and strategic basis.

**RESPONSIBILITIES:**

- Advance IDP advocacy priorities and strategies at the city and state level, by working with the Director of Advocacy, across teams at IDP, in coalitions with partner organizations, and with impacted community members.
- Support in analysis of state and city laws and policies to identify and develop strategies in furtherance of IDP's mission to pressure targets to win real-world change.
- Cultivate partnerships and alliances with legislators, legislative staff, government entities, coalition partners, legal advocates and grassroots organizations to collaborate on state and local policy initiatives at the intersection of the criminal and immigration systems and to end the vilification of people with criminal convictions
- Organize collective action in the immigrant justice field that applies IDP's voice, expertise and resources as part of a broader social justice movement to fight back against criminalization of all people and build power so everyone can thrive.
- Work with the Director of Advocacy to develop a framework and practice of participatory policy-making that allows IDP to support and amplify the voices of community members impacted by our priority areas of work.
- Lead advocacy for individual clemency requests to the Governor for non-citizens in collaboration with our technical support teams and partners in the field.
- Support strategic communications within our areas of work and develop advocacy and communications materials, including memoranda of support, public statements and talking points as needed.
- Provide occasional strategic support on federal immigration policy analysis and advocacy projects and foster relationships with the New York Congressional Delegation as appropriate.
- Represent IDP in coalitions, forums, and convenings on priority issues.

**QUALIFICATIONS:**

- At least five years of relevant cumulative experience with community organizing, advocacy and/or legislative and policy campaigns,
- Demonstrated commitment to immigrant rights, racial justice and social justice issues, a belief in the principle that nobody is disposable, and a desire to fight against the mass criminalization, detention and deportation of immigrants impacted by the criminal legal system.
- Ability to work in a respectful, supportive and collaborative manner across teams at IDP. Because IDP is an organization primarily staffed by attorneys, the candidate should have an ability and interest in collaborating with attorneys whose technical expertise is critical to our work.

- Ability to work in a respectful, supportive and collaborative manner externally with individual community members, community-based organizations, other advocates, legislative staffers and other stakeholders.
- Exceptional organizational and written and oral communication skills; ability to timely respond to and balance numerous requests for assistance.
- Strong command of Microsoft Word, PowerPoint, Excel, Google Suite (Docs, Slides, Sheets, etc.), and other standard productivity software.
- An interest in learning about participatory policy-making and practices that ensure community members can inform and decide on policy.
- An interest in working with the director of advocacy to shape and grow the role of the advocacy team within the organization.
- Oral fluency in a language other than English that is amongst the top languages spoken by immigrants in NYC is a plus.

### **LOCATION:**

The Immigrant Justice Organizer role requires occasional travel to New York City as well as Albany (during legislative session) and therefore must be able to commute to NYC and Albany with sufficient notice. Currently, IDP staff are working remotely or in a hybrid model. We are mindful of the need to keep our staff healthy to ensure we can achieve our mission in the long term and believe many people thrive by working remotely and using a flexible schedule.

### **SALARY AND BENEFITS**

The role is open to anyone with a minimum of five years relevant experience. The salary range for the position is \$80,000-\$95,000. The title (Organizer/Senior Organizer) and compensation is commensurate with relevant experience.

IDP offers a generous benefits package including:

- 20 vacation days, at least 20 additional holidays, and summer Fridays
- Stipend for cell phone and other work from home expenses
- Paid six-week sabbatical after 6 years of employment
- Generous medical and dental benefits
- Commuter benefits, flex spending accounts and generous 401k matching program

### **TO APPLY**

We are looking to fill this position as soon as possible and will be screening applications and interviewing on a rolling basis. Please submit a cover letter and resume to [jobs@immdefense.org](mailto:jobs@immdefense.org) with the subject line "Organizer." Writing samples and three references will be requested for those interviewed. No phone calls please.

*The Immigrant Defense Project is an Equal Opportunity Employer that actively recruits women, people of color, persons with disabilities, persons with diverse gender and sexual identities,*

*immigrants, and formerly incarcerated persons.*