SIREN SEEKS COMMUNITY ORGANIZERS

Reports to: Director of Organizing  
Location: San Jose and Fresno, California  
Position: Full-time, Exempt position  
Salary Range: Based on experience, plus comprehensive benefits package including medical, dental, and vision, as well as transportation and fitness reimbursement

OVERVIEW OF SIREN (Services, Immigrant Rights & Education Network)
SIREN combines community organizing, policy advocacy, civic engagement, community outreach, education, and legal services to empower low-income immigrants and refugees in California. We believe our clients and all immigrants are agents of change and we prepare them for leadership in all four of these program areas.

POSITION OVERVIEW
The Community Organizer develops grassroots leaders, engages allies, and activates grassroots support for the organizing activities of SIREN. The majority of the Community Organizer’s time will be in the field conducting outreach to increase civic engagement and empowerment in immigrant rights advocacy.

KEY RESPONSIBILITIES
- Develop and inspire the community leadership and activism on immigration-related issues
- Identify and build partnerships
- Design and implement strategic campaign plans

PRIMARY DUTIES

Develop and inspire the community leadership and activism on immigration-related issues:
- Identify, recruit, and develop new grassroots community leaders
- Conduct presentations to immigrant and refugee communities on their rights and benefits available to them, as needed
- Conduct house visits, phone-banking, and follow-up
- Plan, organize, and facilitate community meetings
- Guide/mentor the leadership of core grassroots leaders
- Engage community members in SIREN campaigns and support community leaders in mobilizing their base

Identify and build partnerships:
- Establish and cultivate relationships with organizers and activists from allied organizations and communities
- Participate in relevant coalition and advocacy meetings

Design and implement strategic campaign plans:
- Identify the issues of community members in a designated region related to immigration/immigrant rights
- Design, create, and implement curricula and programs (including trainings) for immigrant and refugee mobilization, base building, social justice leadership development, and strategic campaign planning
- Identify opportunities for community organizing and community-based education
- Support distributing and providing input on community education materials (including presentations and flyers) on SIREN’s services and programs and resources/information beneficial to the immigrant and refugee communities
- Participate in media interviews related to issues affecting the immigrant and refugee community
• Coordinate and implement SIREN’s non-partisan electoral plans and strategies with senior staff;
• Organize public events, actions, rallies or other direct actions as it relates to SIREN campaigns with senior staff
• Prepare grassroots leaders for spokesperson and advocacy opportunities including media interviews, public testimony, and meetings with elected officials
• Create, develop & maintain documentation to ensure project effectiveness & support evaluation efforts

Other:
• Participate in trainings relevant to the community organizing duties
• Support SIREN’s Rapid Response Network
• Participate in SIREN team planning meetings, including team retreats and agency-wide meetings
• Promote SIREN’s mission, vision, and strategies
• Complete reporting as needed in an accurate and timely manner
• Perform other tasks as requested

Minimum Qualifications:
• Experience in grassroots, movement-building organizing, including outreach and leadership development;
• Experience in implementing grassroots organizing campaigns;
• Experience in movement-building electoral organizing, including precinct walking, phone banking, voter education, voter registration and managing Voter Activation Network (VAN);
• Demonstrate effective leadership development practices;
• Demonstrate a commitment working with immigrant communities;
• Knowledge of immigrant rights issues, including immigration policies, citizenship and public benefits;
• Strong written and verbal communication skills and attention to detail;
• Strong public speaking, presentation, training, and facilitation skills;
• Strong relationship building and interpersonal communication skills;
• Demonstrate ability to take initiative, multi-task, possess good judgment, and work independently and as part of a team;
• Willingness to learn new techniques, ideas and skills;
• Experience in developing leadership/movement building curriculum;
• Bilingual/biliterate in Spanish/English or Vietnamese/English required; and
• Experience with media a plus.

Other Requirements:
• Occasional work on weekends/evenings and travel.
• Must have a valid CA Driver’s License, car insurance, and daily access to a car.

To Apply:
Please send a cover letter, resume, and three references to: HR@siren-bayarea.org with subject line of “Community Organizer Application.” For more information on SIREN, visit our website at www.siren-bayarea.org.

SIREN is an equal opportunity employer. We are committed to developing the skills and leadership of people from diverse backgrounds, especially individuals from immigrant and refugee communities. People of color, immigrants, women, gay men, lesbians, transgendered persons, and persons with disabilities are encouraged to seek employment at SIREN.