Community Organizer, West Side

ORGANIZATIONAL DESCRIPTION

The Washington Immigrant Solidarity Network (WAISN) is a grassroots coalition of over 400 immigrant and refugee rights organizations, formed in the wake of the November 2016 elections.

WAISN’s mission is to protect and advance the power of immigrant and refugee communities through a multiracial, multi-generational, multiethnic, multiethnic, multiethnic, multiethnic, multiethnic, multigender, multilingual, and multi-faith coalition. Our organizing strategy educates and mobilizes statewide to uphold and defend the rights and dignity of all immigrants and refugees, centering the voices of vulnerable and impacted communities.

The state of Washington is home to over 943,000 immigrants and receives the 8th most refugees among states. Many groups of, by and for immigrants and refugees have been working around the state for decades. In the face of the proliferating threats unleashed on us by the Trump administration and a rise in the white supremacy movement in the U.S, we have coalesced to form the Washington Immigrant Solidarity Network.

WAISN is the largest immigrant-led coalition in the State of Washington. We are a powerful, volunteer-driven network of immigrant and refugee rights organizations and individuals distributed across the state in 27 counties. We work to provide support, capacity, and resources to organizations’ efforts to build power and act as a united immigrant justice voice statewide.

POSITION SUMMARY

The Community Organizer from Western Washington reports directly to the Organizing Manager. Western Washington is defined as West of the Cascade Mountains such as King, Snohomish, Pierce, Whatcom, etc. The Community Organizer will work on strengthening our local relationships with existing WAISN members and partners, build new relationships with allied organizations and stakeholders that can become WAISN members, build an ongoing base of volunteers and community leaders who identify with and support the mission of WAISN, and mobilize our base and members on issue campaigns in their regional turf. They work in concert with staff organizers in other regions to execute grassroots organizing plans that further WAISN’s programmatic goals. In addition, the Community Organizer will serve as the main point of contact for our members in their region.

The ideal candidate shares our commitment to building relationships and grassroots power in immigrant and refugee communities and supports our feminist decolonial transnational and intersectional values of joy, care, solidarity across differences, integrity, and accountability.

KEY RESPONSIBILITIES

Community Outreach, Education and Organizing:

- Build relationships with community leaders and organizations to create effective partnerships towards long-term community responses to immigrant and refugee issues and move people into action;
- Work with WAISN’s organizing team to develop and conduct community education trainings including but not limited to: Know-your-rights, Rapid Response, Accompaniment, programs and campaigns grounded in WAISN’s vision to build skills and leadership of directly impacted people;
- Attract, engage, retain and supervise volunteers to work collaboratively on community organizing projects and events;
Conduct outreach and organize community events to increase the visibility of WAISN in their region by signing people to the WAISN Text Alert system, sharing the Deportation Defense Hotline, grow our organizational listserv, etc;
Maintain and track outreach to contacts in the organization’s database;
Use phones, social media, and community outreach techniques to recruit and identify prospective members and volunteers;
Collaborate with advocacy Coordinator to raise political consciousness around immigrant justice, LGBTQ liberation, reproductive justice, class analysis, and disability justice;
With the direction of the Organizing Manager, develop and implement issue based campaigns that advance organizational advocacy priorities;
Convene and lead direct action teams for all WAISN campaigns;
Manage and recruit community leaders appointed to issue area Advisory Councils;
Model, operationalize and teach WAISN values of solidarity across difference, joy, accountability, integrity and care,
Conduct outreach for all WAISN events, gatherings and Immigrant and Refugee Advocacy Day;
Under the direction of the Organizing Manager participate in key coalitions, committees and stakeholder meetings;
50-60% of travel should be expected for this position;
Other responsibilities and duties as assigned.

REQUIREMENTS AND PREFERRED PERSONAL TRAITS

At least 2 years of community organizing experience;
Experience organizing with immigrants and/or communities of color;
Familiarity with Washington’s political and organizing environment, particularly in Western Washington;
Great public speaking skills and experience in planning and facilitating trainings;
Experience and comfort with attending meetings with stakeholders, elected officials and impacted community;
Track record of building bridges across organizational structures to promote a healthy and thriving culture that enables immigrant justice campaigns wins;
High creativity and facility with taking strategic action. Capable of thriving in a dynamic, goal-oriented, fast-paced, campaign-oriented environment;
Ability to work remotely and be productively self-directed and personally organized;
An understanding of strategic issue campaign development, ideally at the statewide, regional, or municipal levels, including attention to power-building and tactics that influence decision-makers;
Extensive experience of using storytelling in campaign organizing;
Excellent verbal and written communication skills that inspire action;
The ability to work evenings and weekends as needed, to travel 50-60% of the time across region and state, and to attend all team personnel retreats;
Ability to work within community-centered organizing strategies, to relate constructively to colleagues and community, and to use professional guidance and supervision;
Capacity to display a positive, optimistic, accepting attitude toward personnel and larger immigrant communities of all faiths, genders, sexualities, ethnicities, races and embodiments;
Bilingual in English and Spanish (or other language);
Maintain a valid driver’s license.
COMPENSATION

This is a full-time position for anyone eligible to work in the United States. All personnel must live in Washington state. The salary range for this position is $70,000-$75,000 annually for full-time work, contingent on experience. New staff members will be offered a $2,000 stipend to aid in relocation from out of state to Washington state if selected for their respective positions.

The benefits package includes professional development training fees, generous paid time off, vacation, sick leave and healthcare. Please note that due to the new 501c(3) status, the organization is thinking through some of the most worker-friendly and people-centered best practices on employee benefits and policies that will include a retirement plan and collective days off.

REMOTE/ HYBRID WORK POLICY

While WAISN employees are currently located across the state of Washington and do not share a centralized office, for this position travel is required 50-60% of the time to attend events, meet with WAISN members and partners, conduct outreach and other key responsibilities. Staff will be expected to gather for events such as WAISN membership convenings, staff retreats and other all-staff reunions throughout the year.

VACCINE POLICY

In an effort to maintain a safe and healthy workplace, WAISN requires all current staff members and contractors to be fully vaccinated. WAISN defines "fully vaccinated" as having received either 1 dose of the Johnson&Johnson or 2 doses of the Moderna or Pfizer administered vaccines. WAISN also strongly encourages personnel to receive a booster dose when possible. All new personnel must present proof of COVID-19 vaccination card to the HR & Operations Manager upon request. Exceptions to the vaccine mandate include religious reasoning and health concerns. If you are eligible for an exception, please reach out to the HR & Operations Manager to discuss in further detail.

TO APPLY

Please send résumé, cover letter, and list of three references to jobs@waisn.org. All documents must be in a single PDF in one email with “Community Organizer, West Side” in the subject heading.

Applications will be accepted on a rolling basis until the position is filled. No phone calls please.

**WAISN is an equal opportunity/affirmative action employer that provides equal employment opportunities to all qualified employees/applicants in all of our employment practices without regard to race, religion, color, sex, or gender (including gender identity, pregnancy, childbirth, lactation), sexual orientation, national origin, ancestry, age, marital status, medical condition, physical or mental ability, or any other basis protected by law. We encourage applications from historically and currently disenfranchised people of color, immigrants, women, people with disabilities, members of the Lesbian, Gay, Bisexual, Transgender, Queer communities, and other historically and currently disenfranchised groups.**