Position Title: Organizing Director
Reports to: Co-Executive Director
Location: New Orleans, Louisiana
Classification: Full-Time; Regular; Exempt; At-Will

ABOUT HOME IS HERE NOLA:

Home is Here envisions a world where newly arriving immigrant community members have access to the support and resources they need to live safe, healthy, dignified lives in communities built for all. We aim to build multiracial networks of solidarity and equitable communities that support everyone's survival and healing in an increasingly interdependent world.

POSITION SUMMARY:

The Organizing Director will play a leading role in establishing structure and strategy for our work building power and supporting community-based systems that offer resilience around housing, legal aid, mutual aid, and abolition in the Greater New Orleans area and throughout the Gulf South region. This will include relationship and leadership development with immigrants, as well as political education with established community members, co-designing and support campaigns with organizational partners, etc. The Organizing Director has oversight over ensuring local community members are engaged, heard, and represented in the work we do. They will also play a key leadership role within our organization - helping shape advocacy, partnerships, and strategy for the work as a whole.

WHAT YOU CAN EXPECT:

To work within a small growing team in an active start-up environment that is collaborative, creative, and centered on people. We encourage growth, learning, vulnerability, and shared leadership. Home is Here values an equitable workplace led by community members whose identities have been marginalized and strongly encourages immigrants, women, LGBTQ+ and gender non-conforming individuals, people of color, and people from poor and working class backgrounds to apply.

COMPENSATION:

Salary range is $65,000 - $70,000 a year with relocation support, hybrid remote/in-office work schedule, flexible hours, and flexible paid time off and family-friendly/wellness policies, budgeted and in-house professional development support, and office tech to support work-life balance.

POSITION RESPONSIBILITIES:

- Build a broad, diverse, mixed-language and cross-class base of community members engaged in relationships of solidarity, capacity-building, and movement for change;
- Implement outreach strategies and engagement opportunities that offer pathways and a ladder of involvement to transition people into deeper relationships and community-building;
- Utilize both digital/virtual and in-person approaches to build trust and relationships for strategic partnerships with a focus on housing, legal aid, resettlement mutual aid, and abolition systems.
Identify, develop, maintain, and expand collaborative relationships with individuals and key partner organizations along these identified priorities;

- Engage and activate the multi-racial newly arrived immigrant community and cultivate ongoing community consultation and accountability structures that reflect awareness of this community’s needs and priorities;
- Design and implement a leadership development strategy with/for immigrants and curricula for political and community education with mixed groups using frameworks that may include intersectional understanding of oppression, community-building skills, advocacy skills, accountability, etc.;
- Track and achieve agreed upon metrics and utilize data to further inform our strategic planning;
- Publicly represent the organization at local coalition tables, panels, meetings, outreach events, as needed in the media, etc.
- Conduct informed strategic storytelling, public speaking, and written/verbal advocacy;
- Contribute as a part of the organization’s leadership team to shape organizational strategy, management, vision and programs. Supervision and mentorship expected as part of this role.

**SKILLS YOU BRING:**

- You are bilingual (verbal and written) in Spanish and English;
- 3 to 5 years experience in organizing, preferably within immigrant communities;
- 2 to 3 years experience in a leadership/supervisory position that involved building internal organizational capacity (i.e. recruiting, training, mentoring);
- Demonstrated commitment to racial justice and political awareness about cultures and systems in the Deep South, immigration control, incarceration, criminalization, anti-Blackness, economic discrimination, and other systems of exclusion alongside current immigration trends, policies, and issues affecting newly arrived immigrants;
- Proven ability to communicate for connection with people from diverse backgrounds to build and maintain strong long-term relationships and motivate people towards action, work with emotional intelligence, receive feedback, work through conflict with integrity, and operate within principles of solidarity to establish trust, credibility, and respect with a wide range of partners;
- Self-starter with initiative and strong time management skills and the ability to independently monitor and communicate progress towards goals and track metrics;
- Team player who inspires collaboration, lifts-up the work of others, and maintains balance and perspective with patience and a sense of humor; ability to work cooperatively and effectively with others to set goals, resolve problems and contribute to decisions;
- Proven ability to maintain patience and perspective to build and nurture a calm and positive working environment, even in high-intensity situations;
- Experience designing campaigns and using communications platforms for outreach and advocacy;
- Ability to work irregular hours, including evening and weekend events as necessary.

**TO APPLY:** Please email CV or resume only **without** a cover letter to info@homeisherenola.org.

*We are an equal opportunity agency. Applicants will not be discriminated against because of their age, race, color, creed, sex, sexual orientation, gender identity or expression, religion, national origin, citizenship status, disability, ancestry, marital status, veteran status, medical condition, or any protected category prohibited by local, state or federal laws.*