



Job Title: Lead Organizer
Reports To: Senior Director of Organizing

Illinois Coalition for Immigrant and Refugee Rights
Position Announcement

Organization and position description: ICIRR is an over 30-year-old coalition composed of 130 member organizations and allies. Membership is broad based and includes: community-organizing groups, ethnic associations, unions, refugee organizations, churches and mosques, school districts and community colleges, and direct service organizations that work with diverse immigrant communities. ICIRR organizes its membership to promote the full and equal participation of immigrants and refugees in the political, civic and economic life of our diverse society. ICIRR builds power with our members through local, state and federal grassroots organizing campaigns and provides our members with organizing and advocacy strategy, training and technical assistance on issues that affect their respective immigrant constituents, and up-to-date information and policy analysis on immigrant- and refugee-related issues. ICIRR intentionally provides ongoing leadership development opportunities and organizing capacity building for our membership, builds community power, promotes citizenship and civic participation, monitors and analyzes immigrant-related laws and policies, forms cross ethnic and intersectional alliances to advance an equitable and pro-immigrant agenda throughout Illinois and the U.S. ICIRR is a justice organization serving vulnerable immigrant communities; excellence in pursuit of ICIRR's overall mission is expected of all employees.

To increase ICIRR's internal capacity to engage and build power with its broader membership, throughout Illinois, ICIRR is seeking a full-time Senior Organizer for our team; someone who will help us build immigrant power in Illinois around issues at the intersection of economic justice health equity and immigrant rights.

We have a strong team with a diverse range of skills and an even more diverse range of nationalities and life experiences. As a justice mission-driven organization, we hold ourselves to high standards and know that if we do our jobs well, people from our communities will suffer less and have more opportunity to build the kind of lives they want for themselves and their families.

The Lead Organizer reports to the Senior Director of Organizing, and will work closely with the Senior Director of Organizing to provide support, strategy input and execution around the Organizing department's priorities, campaigns, actions, and events. The Senior Organizer will own the build out and execution of ICIRR's "organizing institute" which aims to build the organizing capacity of our membership through training and individualized support. As the department grows, the Senior Organizer will also provide informal guidance and leadership to incoming organizing staff around their work plans and priorities. The Senior Organizer will provide organizing support around individual deportation cases we engage in with external partners.

Like all of our staff, they will be ultimately accountable to our member organizations and Board of Directors. The Senior Organizer will be responsible for helping us grow our organization and build our base and

membership who engage in our organizing campaigns including state budget matters, equitable expansion of public and benefits to all Illinois residents, health equity, pushing back against immigration enforcement and more. This includes working with a diverse set of members including service providers, community based organizations and external partners.

Note: ICIRR operates within a hybrid in-person/remote structure. The Senior Organizer would be expected to be at the ICIRR downtown office a minimum of one-day-per-week and would be working remotely the remainder of the week.

Specific Responsibilities:

The Lead Organizer will be responsible for the following tasks:

- ◆ Work in close collaboration with ICIRR's Senior Organizing Director, Political Director, Communications Director and Policy team to provide support around ICIRR's state, local and federal campaign. Specifically assist in the development and execution of campaign strategy, organizing events, supporting within partner tables as needed, and more.
- ◆ Develop and build out ICIRR's emerging "Organizing Institute" which provides training, professional development and capacity building for ICIRR members around organizing. The Senior Organizer will engage a core and secondary team of ICIRR's membership to build organizing capacity within membership organizations
- ◆ Work closely with ICIRR's Family Support Network (FSN) Coordinator to ensure that FSN hotline cases are being integrated into ICIRR's campaigns and/or leadership development efforts led by our membership
- ◆ Provide support for ICIRR's yearly platform engagement efforts to engage our members around our campaign priorities on a yearly basis
- ◆ Actively build relationships with ICIRR's Action Council (AC) members and other partners and members who are engaged within ICIRR's organizing and advocacy efforts as part of our collective base building efforts, and bring new institutional members into ICIRR's formal membership structure
- ◆ Help execute Springfield legislative strategy including supporting the execution of legislative advocacy in district and in Springfield, electoral organizing activities through ICIRR's Immigrant Voter empowerment program known as Democracy Project
- ◆ Support in the creation of leadership development opportunities for directly impacted leaders from ICIRR's membership throughout all of ICIRR's organizing activities
- ◆ Support, initiate and drive organization-wide initiatives in partnership with the organizing team and the organization as a whole.
- ◆ Work with ICIRR's digital organizer to help build ICIRR's list of "digital advocates" to engage in ICIRR's online organizing tactics in service to our campaigns
- ◆ Provide support around engaging the ICIRR AC around campaign updates and other AC related issues
- ◆ Provide informal strategic guidance and support to ICIRR's growing organizing team
- ◆ Maintain working knowledge of the entire range of issue areas addressed by ICIRR.

Qualifications: We are looking for someone who is self-sufficient, reliable, reflective, comfortable with accountability, highly communicative, high energy, excellent at building relationships, bilingual and is a self-starter. Our organizers need to be willing to take charge of driving their own campaigns, represent ICIRR within strategic tables relevant to our campaigns, meet tight deadlines, and make their own schedules.

Additionally:

- The Senior Organizer would have a minimum of 5 years of community organizing experience and a willingness to build upon their experience to potentially take on Director level responsibilities in the future
- We seek to hire people with deep experience living and/or working in immigrant communities, especially immigrants themselves and the children of immigrants.
- Bilingual language capacity in Spanish is required
- Excellent interpersonal and writing skills; experience and comfort in public speaking in English and Spanish; excellent leadership abilities and superior organizational skills; detail-oriented with the ability to juggle many different tasks simultaneously and complete them in a timely manner; A good sense of humor is a definite plus
- Knowledge and awareness of policies, and experience working with immigrants and/or refugees preferred; Some knowledge of the legislative and public policy processes at the local, state or federal levels preferred;
- **A car and valid driver's license are required. Because the organizer must be available when our leaders are, evening and weekend work are a part of this job.**

Salary: \$50k - \$60k: Commensurate with experience and qualifications, plus generous benefits

ICIRR is an equal opportunity/affirmative action employer.

This position is part of the National Organization of Legal Service Workers, and part of a collective bargaining agreement under which the employee, as a condition of employment, is required to submit dues or fees to the Union.

To apply: send cover letter with your resume to jobs@icirr.org. No phone calls, please.