

Position: Director of Organizing (C4/C3/PAC)
Location: National
Reports: National Director
Status: Full-time, exempt
Salary Range: \$80,000 - \$90,500 depending on experience and location
Deadline: Applications reviewed on a rolling basis, prompt submission strongly encouraged

ORGANIZATION

Mijente is a digital and grassroots hub for Latinx and Chicanx movement building and organizing. Launched in 2015, Mijente seeks to strengthen and increase the participation of Latinx people in the broader movements for racial, economic, climate and gender justice. Mijente has since become a widely sought after entry point and partner for Latinx people and communities across the United States, Puerto Rico, and internationally, to study and train together, to organize and grow power against, without, and within the state and to create the art, music, and space for healing that has transformed our network into a political home. As our organization grows, in 2021 we are strengthening our organizing infrastructure and seeking individuals with a passion for movement-building and grassroots organizing. Mijente is part of a family of organizations: Mijente (501c4), Mijente Support Committee (501c3), Mijente PAC (political action committee).

POSITION SUMMARY

The Director of Organizing to lead with a vision of long-term power-building and collective action taking to power our campaign work, support local organizing, mentor organizers, and develop processes and tools to engage members. The ideal candidate will understand grassroots organizing as an indispensable tactic for improving the lives of Latinx communities and and experience in working with base-building organizations and leading grassroots campaigns. The Director of Organizing will share responsibility for leading Mijente's national organizing and programmatic efforts with the Political Director. This is a Senior Staff position.

RESPONSIBILITIES

- **Identify and implement** tactics for Mijente, membership, and key partners to engage in key **opportunities for digital and on the ground organizing and rapid response**. This is about being active participants in shaping the relationship of Latinxs to current political

issues and identifying short and long-term opportunities for power-building and growth.

- **Supervise and develop staff and contractors** participating in **organizing campaigns and projects**. The organizing staff have varying projects and include: a team of organizers working on short- and long-term campaigns on issues such as immigration enforcement and police violence, a team building Mijente's membership providing entry points and analyzing engagement, and staff who are supporting the building of local infrastructure and local campaigns with key local and regional allies. The role of the Director of organizing is to give direction, give feedback, make corrections, identify opportunities for development for the organizing staff, and jump in to get their hands in the work when needed.
- Identify points of entry for Mijente members and **member local and national circles** to engage in existing campaigns and organizing work, or to identify and build their own organizing campaigns. This work also includes **supporting members in creating circulos and needed infrastructure**.
- Write and supervise the **writing of project proposals** that include setting goals, strategy, budgeting and staffing. This involves working closely with the Political Director, key allies, and senior staff to develop and articulate overall organizational values, vision, and priorities. Proposals are given final approval by the tactical team.
- **Advice the Tactical Team on staffing, structure and resource decisions critical to** achieving organizational goals; recruit, hire, develop and retain high-performing senior staff and manage them to achieve organizational goals; ensure the right people are in the right roles and that there is role clarity at all levels.
- Ensure adequate **communication and coordination across departments** and manage organizing resources used in cross-department projects and campaigns. This includes assigning individuals to take part in projects and campaigns as needed, negotiate with team leads regarding available resources and staffing.
- **Build deep trust** with staff and our extended network of members and allies. Invest in relationships with staff, key leaders, and partners, in order to deeply understand their self-interest and needs, including in-person time.

- Manage up effectively. Accurately determine what issues the Tactical Team and key leadership need to know about to (help) address and make key operational and programmatic decisions.

REQUIREMENTS

- A minimum of 5 years in a Senior or Leadership level position working with community, labor, or electoral organizations where you had success in base building and developing and winning campaigns.
- Similar level of experience supervising staff, with a strong track record of building teams and developing staff leadership.
- Willingness to work with a variety of digital tools to engage a diverse base.
- Commitment to racial, gender and economic justice and their intersections, both inside and outside organizations.
- Strong management training and experience.
- Strong analytical, planning, and organizational skills
- Solid time management skills, attention to detail, and ability to manage multiple projects
- Excellent written and verbal communication skills
- Experience doing public speaking, conducting trainings or providing technical assistance
- Proven leadership skills, including the ability to mentor
- Experience with curriculum development
- Experience with direct action
- Demonstrated ability to work both independently and as part of a team
- Ability and willingness to travel

SALARY AND BENEFITS

Salary range is competitive and commensurate with the candidate's experience and skills. Benefits include comprehensive health (medical and dental), two weeks' vacation plus PTO days, sick and family leave.

TO APPLY

Applications are reviewed on a rolling basis until the position is filled. To apply please submit your resume along with a cover letter via email as promptly as possible to info@mijente.net. Please include in the subject line the position title. We cannot respond to telephone or email inquiries.

Mijente and Mijente SC are an equal opportunity employer. Mijente prohibits unlawful discrimination against any employee or applicant for employment based on race, color, religion, sex, gender identity, age, national origin, genetic characteristics, disability, status as a special disabled veteran or veteran, marital status, sexual orientation, sexual identity or any other basis prohibited by law.