

# SENIOR ORGANIZER, IMMIGRANTS' RIGHTS

## Legal Aid Justice Center

### Falls Church

#### About the Legal Aid Justice Center

The Legal Aid Justice Center is a nationally recognized nonprofit organization that partners with communities and clients to achieve justice by dismantling the systems that create and perpetuate poverty. Justice means racial justice, economic justice, and social justice.

From its offices in Charlottesville, Richmond, Petersburg, and Falls Church, LAJC is a fierce advocate for low-income clients and communities in Virginia. Just in the past year, we permanently repealed Virginia's driver's license suspension for court debt scheme, secured an injunction slashing the number of immigrants detained by ICE at the largest detention center in the Mid-Atlantic and passed a law giving Virginia oversight authority, won the nation's first COVID-specific, statewide, and enforceable workplace safety standards, passed legislation enabling communities to set up civilian oversight for law enforcement, and decriminalized school-based disorderly conduct, which was a leading contributor to the school-to-prison pipeline, especially for Black students.

Founded in 1967, LAJC provides services under four key program areas: Civil Rights & Racial Justice, Economic Justice, Youth Justice, and Immigrant Advocacy. LAJC boldly tackles issues of systemic injustice and aims to raise public and policymaker awareness of some of the most pressing challenges facing low-income Virginia residents. For more information, visit [www.justice4all.org](http://www.justice4all.org).

#### About the Position

Legal Aid Justice Center seeks a senior immigrants' rights supervising organizer to lead and support various strategic campaigns in our Northern Virginia service area, including, but not limited to, disrupting the jail-to-deportation pipeline, combatting ICE enforcement and detention, and disentangling local government with federal immigration enforcement. This is achieved via outreach, legislative and policy change, working in coalition, and building power in directly impacted communities. As a senior supervising organizer, the ideal candidate may supervise up to 3-4 organizers within their work area. The work addresses important intersections of race, immigration, and criminal justice that disproportionately impact Black and Brown low-income communities of Virginia. The ideal candidate can work successfully at both a grassroots and grass-tops levels, and understand organizing on policies across local, statewide, and federal levels.

#### Job Duties

- Supervise up to 3-4 organizers within their respective programs. Senior supervisors may start with a smaller number of direct reports, and that number may increase over time up to 3-4 direct reports.
- Provide day-to-day supervision and mentorship for organizers under your supervision, including conducting regular check-ins and onboarding
- Build leadership and power with those directly impacted by the realities of immigration enforcement and detention
- Relationship building with individuals, organizations, and coalitions active in immigrant communities

	<ul style="list-style-type: none"> <li>• Lead and support existing strategic campaigns and organizing initiatives, and build new ones from the ground up</li> <li>• Use multiple forms of media to educate community members on their rights and relevant policies</li> <li>• Mobilize for policy changes related to immigrant rights, immigration enforcement, and detention</li> <li>• Work with a team to develop and implement strategies incorporating impact litigation, direct representation, policy advocacy, and community organizing</li> <li>• Refer individuals to other community resources and legal services, as appropriate</li> </ul>
<b>Required Qualifications</b>	<ul style="list-style-type: none"> <li>• Strong commitment to social, economic, and racial justice</li> <li>• Experience with community organizing, advocacy, or strategic campaigning – knows how to identify an issue, bring a community together, and achieve lasting change</li> <li>• Demonstrated experience working with individuals and/or communities directly impacted by economic and racial injustice, with an emphasis on immigrant communities of different nationalities</li> <li>• Ability to work in teams and own or delegate tasks as defined by the team roles</li> <li>• Access to reliable transportation and willingness to occasionally travel to other parts of the state and to LAJC's other offices</li> <li>• A high level of Spanish language proficiency, sufficient to meet with community members without an interpreter present</li> </ul>
<b>Preferred Qualifications</b>	<ul style="list-style-type: none"> <li>• Management or supervisory experience (formal or informal), particularly in advocacy work</li> <li>• Lived or professional experience in communities historically marginalized due to race, immigration status, gender, etc.</li> <li>• Experience using media to amplify needs of a community</li> <li>• Ability to use a variety of tools to reach the community, account for accessibility needs, and keep people engaged (ex. online tools, door-knocking, social media)</li> <li>• Experience coordinating organizing strategies with legal advocacy strategies (ex. Organizing a public pressure campaign alongside a lawsuit or legislation)</li> </ul>
<b>Location</b>	This role will be based in our Falls Church office. Although a regular presence in the office is required, LAJC offers a remote work policy to support employees in co-creating schedules and arrangements that allow us all to do our best work. Occasional travel between offices will be required.
<b>Application Deadline</b>	May 25, 2022. We accept applications on a rolling basis and encourage candidates to apply as soon as possible.
<b>Salary</b>	Salary range is \$78,400 to \$100,800 based on years of relevant experience and LAJC's formal salary scale.
<b>Benefits</b>	Our mission is compelling, and our team members are passionate about their work, and so we recognize the need to provide generous benefits and encourage rest and a healthy work environment. For example, we provide:

- Generous paid time off every year, including 3 to 6 weeks of vacation, 12 days of health leave, 6 weeks parental leave, and 14 holidays (not including bonus holidays/rest days allocated as needed)
- 100% employer paid health, dental, and vision insurance, plus excellent family insurance with annual max of \$2,400 premium contribution to LAJC-sponsored health plan
- 403(b) retirement plan with 4% employer contribution (no required match)
- Strong commitment to professional development
- Relocation package

#### **Application Instructions**

Email a cover letter **or** sample of advocacy, and a resume to Luis Oyola at [hiring@justice4all.org](mailto:hiring@justice4all.org). If you're able, please submit your application as a single PDF titled “[date submitted in yyyy.mm.dd format][last name][first name][position sought].” Please include “Senior Organizer, Immigrants’ Rights” in the email subject.

*The Legal Aid Justice Center is an equal opportunity employer, committed to inclusive hiring and dedicated to diversity in our work and staff. We strongly encourage candidates of all identities, experiences, and communities to apply. The Legal Aid Justice Center is committed to strengthening the voices of our low-income clients, working in collaboration with community partners, and rooting out the inequities that keep people in poverty. We strive to take on the issues that have broad impact on our client communities and to be responsive to client input. Recognizing the particular impact of racism on our clients and staff, we devote special attention to dismantling racial injustice. All applicants must be dedicated to working in and sustaining an environment that enables staff and clients to feel empowered, valued, respected, and safe. In reviewing applications, we look for evidence that applicants have experience and/or thoughtfulness in working with traditionally marginalized populations.*