



Long Beach Immigrant Rights Coalition
Community Organizer

Date: August 1, 2022

Position: Community Organizer

Employee of: Community Partners (fiscal sponsor)

Reports to: Organizing/Program Manager

Hours and Compensation: This is a Full-time position, compensated at an hourly rate, range is \$20-\$23 an hour. This is a non-exempt position.

Who We Are: LBIRC is building and sustaining a thriving immigrant-led movement to end the criminalization of immigrants and secure bold protections and opportunities that allow immigrant communities to thrive.

Recent Accomplishments:

- UndocuFundLBC- distributed over 1 million dollars in direct financial aid to undocumented families affected by COVID-19.
- Long Beach Justice Fund- advocated for and won the implementation of universal representation in the city of Long Beach.
- Long Beach Liberation Fund- provided immigrant families with the bail to free their loved ones from Adelanto Detention Center.
- COVID-19 Relief Work- provided immigrant communities with real-time, on-the ground resource connection, culturally sound and cohesive Covid-19 education in Spanish regarding testing, vaccination, and booster information.

What We Do:

- LBIRC supports the leadership development of immigrant leaders through political education, leadership programs, wellness resources, and shared advocacy.
- LBIRC advocates and organizes to transform the systems and power structures (i.e. laws, budgets and policies) that impact our community.
- LBIRC is a regional hub for information, services, and resources for the immigrant community.
- LBIRC builds partnerships and is an integral force in local, state, and national coalitions that are advancing intersectional movements for justice.

The Position:

The LBIRC Community Organizer is responsible for representing the LBIRC in regional and Statewide Coalitions. The role of this Community Organizer is to advocate for policies that impact undocumented immigrants or/and those who have lived experience with detention or deportation, represent the community voice and carry out the mission of the organization.

Essential Functions/Responsibilities: The key responsibilities of the Community Organizer include the following:

- Responsible for the external coordination and communication of LBIRC's political strategy, goals, opportunities, challenges, and victories as it relates to local and statewide campaign work.
- Supports the LBIRC Organizing/Program Manager in planning and developing campaign strategy, tactics, outreach & mobilization.
- Works with a LBIRC team to develop and implement strategies incorporating policy advocacy and community organizing.
- Supports leadership development, recruitment, base building and coordination of grassroots campaigns related to LBIRC's advocacy areas.
- Takes the lead on organizational programming and curriculum development
- Trains and supports community leaders directly impacted by the realities of immigration enforcement and detention for press conferences, hearings, and other events.
- Facilitates coalition meetings and leads immigration know your rights trainings and workshops.
- Builds and maintains working relationships with a wide-range of partners, including community leaders, local and state organizations and public/private institutional leaders.
- Supports the design and implementation of quantitative and qualitative evaluation and reporting tools.
- Represents the organization in coalition meetings, workgroups and works collaboratively on joint efforts and campaigns with community organizations and coalition partners.
- Maintains regular communication with community leaders in detention facilities.
- Speaks publicly on behalf of the organization at rallies, town halls, media and press conferences.
- Supports community leaders' deportation defense campaigns.
- Supports or implements small- and large-scale community events, gatherings, and activities that build community awareness and engagement.
- Conducts project/campaign outreach and recruitment through activities such as door-knocking, surveying, follow up phone conversations, and house visits with potential leaders.
- Develops a strong working knowledge of immigrant rights and policies related to LBIRC's projects and campaigns.

- Organizes and supervises community delegations to key decision-makers and public forums.
- Manages calendar, sets goals, and creates a weekly goal work plan.
- Supports rapid response mobilization and LBIRC's base as needed.
- Works closely with the Communications team to coordinate action alerts, social media toolkits, and other outward facing materials.
- Any other organizing related work will be assigned as needed.
- Attends staff meetings and all organizational related meetings including fundraising events.
- Attends check-ins with supervisor on a bi-weekly basis and as needed.

Desired Qualifications:

- Demonstrated commitment to social justice and immigrant justice
- High School Diploma or 3 years of work experience in issues such as immigrant rights and/or racial equity.
- Candidates must have flexibility in working hours, including some weekends, and possess an acceptance and respect for cultural diversity, sexual orientation, and religious backgrounds.
- Candidates must be team players, demonstrate good listening and empathic skills, be able to multitask, work under pressure, and possess strong oral and written communication, time management and organizational skills.
- Must be able to lift 20 pounds, if needed.
- Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- Ability to analyze situations quickly and apply sound judgment
- Good interpersonal skills – ability to engage and build rapport with co-workers and regional/statewide partners.
- Must be able to multi-task and have good organizational skills
- Experience working with immigrant communities.
- Bilingual, Spanish and English is a must.
- Must have reliable transportation

Physical Demands

- Able to work on a computer, including sitting at a desk, for extended periods of time with or without reasonable accommodation.
- Able to occasionally lift objects weighing up to 20 pounds.

Travel

- Travel within California may be required.
- Overnight travel may be required.

Work Environment

Currently, all LBIRC staff are working as a hybrid in the ongoing COVID-19 pandemic. Upon returning to fully in-person operations, the position will be located in Long Beach,

California. Our office is expected to be shared among 9 employees. New employees must be fully vaccinated before their start date unless there is an exemption due to a medical condition or a sincerely held religious belief or practice is granted.

Why join the LBIRC team?

- We offer generous benefits and salaries:
 - 403b Retirement Account
 - Vacation & Sick days
 - 12 paid holidays
 - 2 paid floating holidays
 - 2 week paid holiday time off
 - Reflection Day: Paid 3rd Friday of the month off
 - DACA renewal
 - Health, Vision, & Dental Insurance
 - Cell phone reimbursement
 - Public Service Loan Forgiveness Program
 - Sabbatical leave
- Clear community focus: Our team gets to work with dedicated and growing community membership committed to the abolition of immigration detention and nurture immigrant leadership in our community.
- You'll be working with directly impacted staff who are dedicated and passionate about advocating for immigrant rights.
- Our team is: (<https://www.lbirc.org/staff>)

How to apply: Email a writing sample (this can be a presentation/paper you've created for a workshop) or send a video detailing your experience and the relevance to this position. Send a resume, a cover letter, and contact information for two people who are familiar with your work, experience, and character.

Send materials to: mcruz@lbirc.org. Review of materials will begin on July 1, 2022. Job will remain open until filled. For more information, contact Maribel Cruz at mcruz@lbirc.org.

If you are selected for an interview, our team will contact you directly.

Community Partners® is an equal opportunity employer committed to a diverse and inclusive workforce. In addition, the organization will consider for employment qualified applicants with criminal histories in a manner consistent with the requirements of the Los Angeles Fair Chance Initiative for Hiring. We welcome applicants from diverse backgrounds and seek to hire qualified staff who reflect the rich diversity of the community we serve.