

Rapid Response Community Organizer (Bi-lingual English & Spanish)

Position Description

Title: Rapid Response Community Organizer

Status: Full-Time (40 hours/week)

Compensation: \$37,500-\$54,500 per year depending on skills, experience and based on Iowa MMJ's salary equity scale. Benefits include generous time-off and holiday package, health, life and dental insurance, 401k with 2% employer match.

Supervisor: Founding Executive Director

Supervising: N/A

Location: Des Moines, IA (travel within and outside of the state)

How to apply: Candidates must provide the following to Erica Johnson, Founding Executive Director at ejohnson@iowammj.org with "Rapid Response Community Organizer" in the subject line by January 31, 2025.

- A resume or CV
- A cover letter detailing why you're a good fit for the role and your connection to Iowa MMJ's mission.
- Contact information for two references who can speak to your experience and qualifications.

We especially encourage applicants who identify as Black, Latinx, Asian, Native American, and/or LGBTQ+ to apply for this position. We understand that job requirements sometimes exclude historically marginalized groups, such as BIPOC individuals or those who identify as LGBTQ+, from applying to jobs for which they are qualified. Even if you don't meet 100% of the specific requirements listed below, we encourage you to apply.

Deadline: Applicants must send materials by January 31, 2025. Position open until filled.

Organization Summary

Iowa Migrant Movement for Justice (Iowa MMJ) is a statewide membership-based legal service and advocacy organization driven and led by immigrant and refugee voices and united with allies. Iowa MMJ's mission is to build a movement for justice led by immigrants and refugees in Iowa by providing high-quality legal services and community empowerment through organizing. We envision an Iowa that is welcoming and inclusive, where the rights of immigrants and

refugees are ensured through access to legal services, their voices are heard and the issues that impact them are addressed.

Our Advocacy program is currently working on the following grassroots organizing campaigns and programmatic areas:

- Worker's Rights: Uncovering wage theft and standing with workers as they fight for wages owed to them, supporting and educating migrant, packing-plant and agricultural workers about their rights in the workplace.
- Leadership Development: Supporting new and existing leaders to gain the skills, connections, knowledge and confidence to lead the movement for immigrants' rights in Iowa.
- New American Civic Engagement: Engaging with the hundreds of Iowa MMJ clients who become U.S. citizens each year through our legal program helping them register to vote and providing tools and training on how to be active engaged citizens.
- Strategic Narrative Change: Building a foundation and framework to put forward a more welcoming and inclusive narrative in Iowa.
- Policy Advocacy: Leading statewide coalition efforts to bring about positive systemic changes to policies on the local, state and federal levels.

Our organization is currently undertaking the creation of a new program area that is designed to rebuild efforts to respond to the emerging issues related to the incoming administration of President Donald Trump.

Summary of Position

The Rapid Response Community Organizer will report to the Founding Executive Director, is a position within Iowa MMJ's Advocacy Program and will work closely with other staff. The Rapid Response Community Organizer will be responsible for coordination of mobilization efforts in response to emerging issues, crisis or urgent situations that impact immigrant and refugee communities in Iowa.

Essential Functions / Responsibilities

The key responsibilities of the Rapid Response Community Organizer include the following:

- Meet with immigrant and refugee community members including recently naturalized U.S. citizens, community leaders and with other community-based organizations in Iowa to listen to concerns, connect to resources and strategize on possible solutions.
- Coordination of statewide community defense teams, support networks and volunteers.

- Monitoring news, events, internal communications channels and affiliate networks to identify potential issues requiring rapid response.
- Quickly crafting messaging, materials, action plans, and communication strategies tailored to emerging issues.
- Utilizing social, ethnic and traditional media platforms to engage supporters, spread awareness.
- Tracking patterns and emerging issues, analyzing data to identify patterns and assess the effectiveness of rapid response efforts.
- Working closely with other community organizers and staff within the organization, to ensure coordinated responses.
- Collaborate with advocacy team to design, coordinate and conduct civic and leadership trainings for newly naturalized U.S. citizens, immigrants and refugees.
- Represent the organization publicly to the media and with public education and participation in coalition efforts.
- Participate in regular meetings and trainings with other Iowa MMJ staff and networks.
- Provide regular written reports on work.

Qualifications

- Strong commitment to Iowa MMJ's mission, vision and values.
- Strong interpersonal skills including demonstrated experience working with immigrant and refugee populations.
- Ability to effectively communicate fluently in reading and writing in English and Spanish.
- Strong organizational skills: Ability to manage multiple tasks simultaneously and meet tight deadlines.
- Excellent communication skills: Ability to clearly articulate messages and effectively engage with diverse audiences.
- Demonstrated ability to work in collaboration with diverse groups of people (including people of diverse faiths and ethical/spiritual traditions, races, ethnicities, people with disabilities and LGBTQIA+ people).
- Ability to be flexible and self-directed while working in a high-volume, fast moving work environment.
- Access to reliable transportation and ability to travel statewide and/or to out-of-state events.
- Ability to work some evenings and weekends.
- Demonstrated ability to communicate effectively verbally and in writing.
- Ability to engage in or learn public speaking to represent the organization.
- Proven computer skills (Microsoft office platforms, Google Drive) and ability to learn new platforms.
- Experience with social media platforms including Facebook, Twitter and Instagram.
- Understanding of current political landscape and relevant policy issues.
- Preferred: At least 5 years' experience organizing for immigrants' rights (or equivalent) and/or experience with rapid response organizing deportation defense or community defense planning.