



FLORIDA IMMIGRANT COALITION
DIRECTOR OF ORGANIZING
JOB DESCRIPTION

Florida Immigrant Coalition (FLIC) is a statewide, membership-based, immigrant-led movement building organization that grows the connection, capacity and consciousness of communities to strengthen pro-immigrant power in Florida.

FLIC is a statewide alliance of 82 diverse member organizations and a growing number of individual members, including farmworkers, students, service providers, labor unions, grassroots organizations and legal advocates, who come together for the fair treatment of all people, including immigrants. We accomplish our mission through coordination of immigrant organizations, community education, organizing and advocacy.

Position Summary

We are seeking a senior strategist to intensively work with our organizing, services, and civic engagement teams to strengthen our grassroots-led campaigns at the local, state, and federal levels. The ideal candidate will have a strong vision and desire to build statewide pro-immigrant power through coalition and individual base building. Strong managerial skills are required, as this position involves management of department, staff and volunteers.

This position is for someone with extensive experience in strategic field organizing, policy campaigns, planning, monitoring, and staff evaluation. The candidate must have an impressive public speaking presence, exuding confidence and positive energy in front of large, diverse audiences, as well as in 1 to 1 setting. Applicants must be committed to an ideology of building community power & share our commitment to membership grassroots decision-making.

Organizational Membership Development and Engagement

- Nurture organizational members' leadership and participation in FLIC's decision-making processes by overseeing membership engagement and consultation processes.
- Support the development and retention of organizational members.
- Develop thorough membership engagement plans, with explicit weekly, monthly, and annual impact goals.
- Design and implement programs that bolster our membership capacity and strengthen our members' commitment to the collective.

Campaign Development, Execution and Oversight

- Collaborate with the leadership team to identify local, regional, statewide and national policy and practices to advance social justice, particularly expanding immigrants' rights.
- Provide strategic vision and direction for short- and long-term campaigns on local, regional, state, and national issues and levels to win policy and administrative change.
- Integrate community organizing with long-term, sustainable community-driven policy change efforts into an annual written plan or proposal.
- Ensure that campaign goals reflect the priorities of our membership.

- In conjunction with members and partners, conduct meetings and educational workshops with community groups and constituents to raise the public profile of the organization's function in the community.
- Network with local, state, and national groups that are organizing around issues important to our community and foster collaboration with these groups.
- Encourage the use of direct action, as necessary and appropriate, to advance campaigns.
- Prepare written campaign plans, reports, meeting summaries, and develop tools for field strategy implementation as necessary.
- Collaborate with the Communications Team to establish an online to offline organizing strategy.
- Collaborate with the Development team to secure funding for campaigns.
- Consult and integrate organizing strategies, models and tactics across departments as it pertains to organizing in Civic Engagement, Services, and Communications.
- Provide in-depth knowledge of legal, political, economic, and industry forces that impact organizing campaigns; preferably including experience working with employers, attorneys, various employment agencies, elected, community groups, and other potential allies.

Leadership and Department Management

- Proven ability to manage in a manner which inspires, motivates, develops, and maintains good working relations with diverse membership and staff.
- Experience supervising team in hybrid (remote and in-person) environment.
- Prepare and monitor the department budget.
- Support with content for written grant reports, including budgeting, meeting summaries, campaign evaluations, performance reports on benchmarks as required.
- Represent FLIC in public speaking opportunities including to key community networks, alliances, civic groups, along with other relevant settings such as fundraising events and to the general public.
- Foster a climate of innovation, cohesion, and integration within team, organization, and the collective.

Salary

Range \$75K - \$95K commensurate with experience

Competitive Benefits

- 100% Paid Benefits (Health, Vision, Dental, STD, LTD, Life Insurance)
- Parental Leave
- Vacation and PTO
- 14 Paid Holidays
- Flexible Work Schedule

How to apply: Send a resume, writing sample, and references to hr@flic.org

FLIC is an equal opportunity/affirmative action employer and encourages applications from all qualified individuals including women, people of color, persons with disabilities, and lesbians, gay men and transgender individuals.