



## **JOB ANNOUNCEMENT: IMMIGRANT JUSTICE ORGANIZER**

Job Title: Immigrant Justice Organizer  
Location: Birmingham, Alabama  
Salary: We offer a competitive salary commensurate with experience and qualifications, and an excellent benefits package  
Position Type: Full-time  
Start Date: January 2021  
Reports to: Executive Director  
Closing Date: December 18, 2020 (or until filled)

Adelante seeks a full-time Immigrant Justice Organizer to work alongside our member-led Immigrants' Rights Committee to lead our efforts to organize and advocate against detention, deportation, incarceration, and police-ICE collusion in the Birmingham area, and to collaborate with our membership and staff to engage in outreach, popular education, strategy, and leadership development to advance all of Adelante's work.

**About Adelante:** Adelante unites low-wage and immigrant workers and their families in the Birmingham area to defend our rights, promote our dignity, and pursue justice for all. Since our founding in 2014, Adelante has emerged as a strident voice for labor, immigrant and human rights in Alabama. Adelante merges community organizing, popular education, public and media advocacy, strategic litigation and legal representation, and arts and cultural celebration to realize a holistic vision for change from the bottom up. Our Board of Directors is elected by our membership, and each of our work areas is steered by a committee of member-leaders. More information about Adelante's work is available at [www.adelantealabama.org](http://www.adelantealabama.org).

### **Position Description**

The Immigrant Justice Organizer's responsibilities will include:

- Serving as the staff point person for Adelante's active campaigns and programs related to immigrant justice, combating harsh immigration enforcement and racist policing, and detention and prison abolition
- Working closely with the members of Adelante's Immigrants' Rights Committee to plan and implement campaign goals and strategies in the area of immigrant justice

- Engaging in creative direct actions, media advocacy, and public campaigns alongside individuals affected by detention, incarceration, and unjust immigration enforcement
- Providing orientation and support to detained individuals and their families and connecting them with legal and other resources
- Coordinating Adelante's Accompaniment Program, which trains volunteers to accompany community members to court appointments and ICE check-ins
- Along with our partners, coordinating a Rapid Response Network to quickly verify, document, and intervene in reported incidents of ICE enforcement activity in the Birmingham area
- Providing in-depth training to Adelante members, community base, and allies in the areas of immigrants' rights, community deportation defense, and combatting detention and incarceration
- Developing the leadership of currently and formerly detained individuals and their families within Adelante and the immigrants' rights and detention-abolition movements
- Collaborating with other Adelante staff and members on regular outreach visits, Know-Your-Rights workshops, and trainings for community members and allies around the Birmingham area
- Serving as Adelante's liaison to other organizations, community groups, and coalitions addressing immigration enforcement, detention, policing, and incarceration issues
- Assisting with general administrative tasks such as organizing files, updating contact lists, etc.

#### Desired Qualifications:

- Fluent in Spanish; strong spoken and written communication skills in English and Spanish
- At least two years of grassroots organizing experience in a full-time position; background in immigrants' rights and anti-detention organizing strongly preferred
- Excellent interpersonal skills, patience, humility, and ability to relate to low-wage immigrant workers, currently and formerly detained and incarcerated individuals, and their families
- Deep commitment to social justice, workers' and immigrants' rights; understanding of the interwoven nature of different struggles for black and queer/LGBTQIA+ liberation, economic justice, immigrants' rights and other issues
- Understanding of and commitment to the principles of popular education, campaign-based organizing, and developing the leadership of directly affected persons
- Candidates with existing relationships and roots in Alabama and the South strongly preferred
- Working knowledge of the laws, agencies, and processes that govern the deportation, detention and incarceration systems
- Ability to work early and late hours when necessary, and occasional weekends; willingness to travel and to visit individuals in jails and detention centers
- Highly organized and self-motivated

**How to Apply:** Please email your resume and a cover letter explaining why you are interested in and qualified for this position to Jessica Vosburgh ([jessica@adelantealabama.org](mailto:jessica@adelantealabama.org)) with the subject line "Immigrant Justice Organizer"