



## **JOB ANNOUNCEMENT: CO-DIRECTOR**

- Job Title:** Co-Director  
**Location:** Birmingham, Alabama  
**Salary:** We offer a thriving-wage salary commensurate with experience and job responsibilities, and an excellent benefits package  
**Position Type:** Full-time  
**Start Date:** Flexible, no later than July 2020  
**Reports to:** Board of Directors  
**Closing Date:** Until filled

Adelante seeks a full-time Co-Director to take on a major leadership role within the organization, working side by side with our membership and staff to advance our organizing campaigns and programs, and strengthening Adelante's role at the vanguard of the 21st century civil rights movement in Birmingham. The ideal candidate will be someone with deep experience in community organizing and activism, popular education, collectively planning and leading economic and racial justice campaigns, and non-profit administration, and an enduring commitment to the struggle for immigrant workers' rights in the South.

**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, direct action, 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. More information about Adelante's work is available at [www.adelantealabama.org](http://www.adelantealabama.org).

### **Position Description**

The Co-Director's responsibilities will include:

- Supervising and mentoring Adelante's organizing staff; helping staff set and reach goals, develop professionally, and engage in mutual support and self-care
- Working closely with Adelante's membership, staff and Board to collectively set goals, priorities, and strategies for the organization and each of our campaigns and programs

- Building up Adelante's capacity in the areas of leadership development and popular education; working with Membership Coordinator and Organizers to recruit, retain, and train members to ensure Adelante has a vibrant and powerful membership base with robust mechanisms for member voice and leadership within our internal governance structure, campaigns and programs
- Along with fellow Co-Director, serving as liaison between Adelante's staff and member-majority Board of Directors
- Collaborating with fellow Co-Director and Director of Administration & Fundraising to promote financial health and sustainability of the organization, monitor compliance with applicable laws and regulations, and ensure Adelante's internal policies and funding sources and strategies align with our mission and values
- Occasionally speaking on behalf of Adelante at public events and in the news media

#### Desired Qualifications:

- Fluent in Spanish; advanced or fluent in spoken English
- Deep commitment to social justice, workers' and immigrants' rights; understanding of the interwoven nature of different struggles for black and queer liberation, economic justice, immigrants' rights and other issues
- At least 7 years of organizing and/or non-profit leadership experience, either as paid staff or in significant volunteer positions
- Proven track record of working with affected communities to lead successful economic, racial, and /or immigrant justice campaigns
- Experience with supervision and mentoring in the context of grassroots organizations and campaigns
- Experience working or participating in membership-based and member-led organizations
- Understanding of the unique challenges and opportunities of organizing in the South (someone with roots in Alabama and familiar with the social and political fabric of the Birmingham area is a plus, but not required)
- Strategic thinker with the capacity to work collectively to develop big ideas and carry them through to completion
- Compelling public speaker who is capable of conveying the urgency and impact of Adelante's work to different audiences, but who also knows when to step back and let other voices be heard
- Highly organized and self-motivated
- Strong interpersonal skills, patience, humility, and ability to relate to low-wage immigrant workers and their families
- Candidates with direct personal and family experience with detention, deportation, workplace exploitation are strongly encouraged to apply
- Artistic and musical skills are a definitely a plus!

**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 at [jessica@adelantealabama.org](mailto:jessica@adelantealabama.org) with the subject line "Co-Director"