



**Job Description:** Immigrant Rights Organizer based in Eastern Washington (full-time salaried position with benefits)

**Job Title:** Field Organizer

OneAmerica, formerly Hate Free Zone, is a nationally recognized nonprofit organization whose mission is to advance the fundamental principles of democracy and justice at the local, state and national levels through building power in immigrant communities, in conjunction with key allies.

OneAmerica is looking for an experienced organizer who is committed to creating long-term change in immigrant communities. The successful candidate will be dedicated, self-motivated, and creative. S/he will be experienced in building relationships with individuals and organizations, working with immigrants and organizing within communities, moving actions and campaigns forward, and participating as a valuable member of a team. This position is based in Eastern Washington. Candidates who meet the requirements and live in Seattle may also be considered.

**Primary Responsibilities:**

- Organize in partnership with OneAmerica team, immigrant groups (with a focus on Spanish-speaking communities), and allies to expand the existing base of individuals and organizations engaged in building power for immigrants in Eastern Washington
- Run and win campaigns to move a pro-immigrant agenda at the local, state and national levels. This includes developing strategies; engaging in direct action; and planning events, rallies, forums, media-oriented efforts, etc.
- Participate in cross-team research and track issues related to immigrant rights
- Recruit and develop grassroots leadership in conjunction with other OneAmerica team members and programs
- Develop and implement a membership strategy for OneAmerica
- Develop, implement, and staff a coalition supporting pro-immigrant issues
- Mobilize community members and coalition partners to attend key events such as lobby days, rallies, and demonstrations
- Assist in fundraising (through grants, membership efforts, special events, etc.), in partnership with OneAmerica's Development Team
- Develop and implement an annual work plan focused on outcomes with quarterly milestones, including effective evaluation and reporting methods that support OneAmerica's overall strategic plan
- Contribute to organizational strategic planning and the development of new programs that build power in immigrant communities

- Work collaboratively with OneAmerica team, as necessary, in order to accomplish our strategic mission and shared vision

**Qualifications:**

- Demonstrated commitment to fighting for social, racial and economic justice
- Experience working in diverse environments and an ability to work with people from a range of backgrounds
- Strong listening, verbal and written communications skills, and an ability to build strong relationships with diverse allies and constituents
- Minimum two years of experience in community, labor or electoral organizing
- Strong personal management skills and the capacity to work under pressure
- Ability to research, interpret and simplify local, state and national policy
- Strong group facilitation and coalition-building skills
- Ability to think strategically and plan programs and campaigns
- Comfort with basic technology, including email, Microsoft Office Suite, and database maintenance
- Must be willing to travel and accommodate community-based scheduling needs across Eastern Washington (i.e. meetings held in the evening and on weekends at offsite locations)
- Must have access to reliable and flexible transportation and be comfortable driving extensively
- Must have Spanish language skills and previous experience organizing in Spanish-speaking immigrant communities
- Must live in Eastern Washington, preferably in Pasco, WA

**Compensation:**

- Competitive Salary
- Medical and dental benefits
- 403(b) Employee Savings Plan
- Excellent holiday, vacation and sick leave

**To Apply:**

Send a cover letter, resume, and three references, to David Ayala-Zamora, Organizing Director, at [jobs@weareoneamerica.org](mailto:jobs@weareoneamerica.org). In your cover letter, please address how your personal and professional background informs your interest in working as an immigrant rights organizer with OneAmerica. Please highlight your personal or professional experience working in communities of color. Please, no phone inquiries.

Last day to apply is August 31st, 2010. Applications will be reviewed and interviews scheduled on a rolling basis.

OneAmerica is an Equal Opportunity Employer and encourages women and people of color to apply.