

# NMDreamTEAM

## **New Mexico Dream Team (NMDT) Field Director JOB ANNOUNCEMENT 11/15/2017**

### **Background**

The New Mexico Dream Team is a statewide network committed to create power for multigenerational, undocumented, and mixed status families towards liberation. Through trainings and leadership development, we work to engage our community and allies, in becoming leaders using an intersectional, gender, and racial justice lens—to develop and implement an organizing and advocacy infrastructure for policy change fighting to dismantle systemic oppression.

Our vision is to build people power for the uplifting of immigrant communities & people of color. We are committed to empowering multigenerational undocumented and mixed status families for liberation.

Whether we're organizing in the streets, opening doors for LGBTQ immigrant youth, clearing pathways to education, stopping deportations or creating alliances across social movements, NMDT puts undocumented immigrant youth in the driver's seat. We are a fast paced, dynamic organization that is quickly becoming a leading voice in social change in New Mexico.

### **Position Summary**

NMDT is looking for an engaging and strategic New Mexico Dream Team (NMDT) Field Director with the experience to build and strengthen a statewide infrastructure. This position will be responsible for the organizational growth, leadership development of all members and the management of local campaigns. The NMDT Field Director is committed of making sure NMDT creates and builds meaning relationships with partner organizations that will support and work together the NMDT to ensure local campaign wins. This is a contract position based in Las Cruces or Albuquerque, New Mexico and will report to the New Mexico Dream Team Executive Director.

### **Responsibilities**

- **Drive and oversee NMDT Issue Based Campaigns**
  - Work with organizers, partners, and/or affiliates to create campaign plans with smart goals, a strong theory of change and strategic actions to push the decision-maker.
  - Lead campaign research (directly or by working in partnership with others) to determine strategic background, information on targets, and other relevant information.

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- Constantly assess political environment in each campaign and drive strategic moves to advance each campaign.
  - Proactively integrate NMDT chapter growth, base building, communications, advocacy, and online tools into the campaigns plan and to uplift NMDT programs and project.
  - Hold colleagues accountable to delivering on their work.
  - Lead collective strategy meetings with NMDT comms and field and implement communications and online plans.
  - Create on-going mechanisms to evaluate campaigns and ensure that we apply lessons learned to future campaigns.
- **Supervise NMDT Regional Organizers and ensure campaign wins**
    - Define quarterly and yearly goals ( with the Regional Organizers ) for each organizer, including campaign and leadership development outcomes.
    - Supervise execution of campaigning plans.
    - Carry out check-ins with organizer, as appropriate, to support the campaigns.
    - Provide consistent and regular feedback, including leadership development and train Campaign Fellow to share all the network with you.
    - Work closely with the Regional Organizer to develop base-building goals for each campaign.
    - Design on-the-ground campaign activities that will facilitate strong base-building work.
    - Hold organizers accountable to hitting base-building goals.

## Keys to Success:

- **Mission-committed:** We encourage input from our diverse staff and members when making strategic decisions. Once a decision is made, you are willing to stand behind it even if it's different from what you would have suggested.
- **Manager, delegator, and coach mentality:** You make sure all leads are followed up with in a timely manner, and that each staff member is making progress on the tasks they are responsible for. You take the time to teach and offer useful and actionable feedback. You expect that people will make mistakes and see those as opportunities for learning.
- **Organizer mentality:** Commitment to building capacity through strategic organizing (shift from service-orientated and mobilizing-oriented mentality)
- Intentionally provide a welcoming space for learning: Don't have the "I know it all" mentality but rather, "I have some expertise! and let's learn together attitude."
- **100% follow-through:** No dropped balls policy! Stay on top of all specific tasks/follow-up items and general areas of work; consistently meet deadlines.
- **Internal Accountability:** As an integral member of the team, responsive to team member requests in an efficient manner to assure and support their effectiveness.

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- **Professionalism in communicating externally:** Communications with our external stakeholders is polished, accurate and precise. Fitting the audience and the situation in terms of our “look and feel”.
- **Attention to detail:** Ensure all external communication is polished – meaning accurate (right content, no misspellings, grammatical errors, etc.) and precise (reflects nuances, captures subtleties, etc.) and “fits” the situation (should have our “look and feel” generally but can be casual when situation calls for it). You stay on top of communicating with external players in a timely manner.
- **Practice discretion and good judgment:** Our movement is made up of people with varying viewpoints, some of which conflict with one another. You seek out opportunities to work with unlikely allies, and have good judgment about what conversations are best kept private.

## Qualifications

- Commitment to social justice for immigrants and their families and anti-racism and anti-oppression movement building.
- Must have at least three years experience in organizing and civic engagement and one year experience as a lead organizer and manager.
- Must be completely bilingual (Spanish/English)

## How To Apply

Please send your resume, three professional references, and cover letter detailing interest and qualifications to [gabriela@unitedwedream.org](mailto:gabriela@unitedwedream.org) In the subject line, please include your name and **NMDT Field Director**. We will review candidates on a rolling basis until the position is filled. No phone calls please. For more information about NMDT see our website: [www.nmdreamteam.org](http://www.nmdreamteam.org).

*NMDT upholds the values of diversity and inclusion. The organization does not discriminate on the basis of race, color, national origin, ethnic background, citizenship status, religion, political orientation, genetic information, sexual orientation, age or disability.*