

# NMDreamTEAM

## **South Field Organizer JOB ANNOUNCEMENT 03/20/2018**

### **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 systematic 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, experienced and strategic NMDT South Field Organizer ready to organize and mobilize in Las Cruces and Anthony, NM. This position will ensure based building through school based chapters and field growth. The South Field Organizer is committed of building power in Las Cruces through volunteer recruitment, training, mobilization and retention . This is a contract position based in Las Cruces will report to the New Mexico Director.

### **Responsibilities**

- **Relationship building/ vision**
  - Carry out a regular practice of holding 1:1's with both active leaders and potential new recruits.
  - Recruit core leadership team of 25 people.
  - Manage relationships with local immigrant rights orgs, progressive coalition, and allies.
  - Identify core concerns and challenges of immigrant community.
  - Identify opportunities to improve the lives of immigrant community.

# NMDreamTEAM

- Develop a long term vision to protect and better the lives of immigrants in your target area.
- Facilitate, organize, coordinate and track weekly Community gathering activities and leadership meetings as well as biweekly general membership meeting.
- **Build capacity**
  - Train new and existing leaders on UWD/NMDT organizing model, in addition to communications, social media, civics, civic engagement, and other concepts for creating change and empowering marginalized communities.
  - Create spaces for personal transformation by helping people embrace their own story and find their own unique voice and connection to other affected people.
  - Manage local campaigns and local base-building plan in coordination with your leadership team and core constituency.
  - Assess and convey member training needs to staff and help identify local training resources.
- **Wage campaigns to protect and make life better for immigrants**
  - Develop and execute campaigns to realize the long term vision for your target area. Examples of local campaigns may include but are not limited to: #HereToStay Local Campaigns:
    - Dream Schools
    - Religious Refusals
    - Sanctuary/Welcoming/SAFE Cities
    - Protection Networks
    - Deportation Defense Network
    - MigraWatch
- **Track work and manage data**
  - Keep updated records and create reports or proposals
  - Use designated software to track work, manage data, and communicate with local members.
  - Check-in regularly with regional organizer.
  - Attend all field team calls and gatherings.
  - Report time and activities on timesheets.

## Keys to Success:

- **Organizer mentality:** Commitment to building capacity through strategic organizing (shift from service-orientated and mobilizing-oriented mentality)
- **Willing to experiment and learn from challenges:** Be willing to take risks, run experiments, and assess results quickly. Pull the plug on failed attempts and double-down where things are working.

# NMDreamTEAM

- **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.
- **Positive attitude and flexibility:** Approach work with a spirit of "yes"; strike a positive tone; push work forward through obstacles and adapt quickly as things change (which they inevitably will!).
- **Internal Accountability:** As an integral member of the team, responsive to team member requests in an efficient manner to assure and support their effectiveness.
- **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".
- **Dedicated to building a sustainable base and capacity in the Albuquerque area.**

## Qualifications

- Commitment to social justice for immigrants and their families and anti-racism and anti-oppression movement building
- Must have at least two years of experience in organizing
- Must be completely bilingual (Spanish/English)
- Extensive knowledge with SOFTWARE AND SOCIAL MEDIA PLATFORMS

## 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) and [jpenunuri@unitedwedream.org](mailto:jpenunuri@unitedwedream.org). In the subject line, please include your name and **NMDT South Field Organizer**. 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.*