



## **Organizing Director**

MN8 began as a grassroots campaign in August 2016, formed by the families of 8 Cambodian Minnesotans to prevent their detention and deportation by U.S. Immigration Customs and Enforcement. MN8 has grown through the active participation of Asian American grassroots community organizers and people affected by U.S. detentions and deportations of immigrants, expanding its mission to advocate for all Southeast Asian immigrants and refugees facing unjust detention and deportation. We believe those who are most impacted must have power, voice, and resources for change to happen.

### **POSITION SUMMARY**

The Organizing Director will support the Executive Director in leading the growing MN8 team. This role will lead strategic planning and implementation of campaigns, oversee and mentor organizers on staff, support in fundraising, as well as administration. The Organizing Director will be responsible for having a pulse on internal and external matters, working with partners and community members/impacted families and integrating topline issues into campaigns strategy.

- Reports to: Executive Director
- Hours: Full Time (must be available to sometimes work flexible hours, including evenings/weekends)
- Location: Mostly remote with occasional work in our Saint Paul, MN office.
- Compensation: \$70,000-\$80,000 (based on experience), exempt. Competitive benefits, generous paid time off, and sick leave.

### **RESPONSIBILITIES:**

#### Campaigns

- Develop campaigns/organizing strategy, based on input by the directly impacted and the community
- Direct, mentor, and support organizers and coordinators in implementing the strategic organizing plan
- Direct and oversee the pilot youth program, building a pipeline of local community organizers through leadership development
- Host legal clinics, know your rights trainings, and political education events with a particular emphasis on community understanding of the crimmigration pipeline



- Maintain and build partnerships (locally, regionally, and nationally), especially within crimmigration/abolition spaces and Black-Asian solidarity work
- Grow MN8's base of volunteers and members, with a focus on multi-generational base-building
- Engage with state legislators and representatives, particularly focusing on building relationships with county attorneys
- Work with development and communications teams on opportunities base/audience engagement based on campaign strategies

#### Administration

- Supervise staff/team of organizers
- Assist the Executive Director in preparing program materials, including policy, research, and analysis
- Provide logistical support for meetings, conferences, and events
- Support Executive Director in fundraising
- Support Executive Director in decision making for MN8 as part of the leadership team

#### **QUALIFICATIONS:**

- Strong commitment to MN8's values and mission, particularly in the abolition of ICE and carceral systems. MN8's work focuses on Southeast Asian families, families and communities impacted by deportation.
- At least 5-7 years of experience in organizing, especially working in nonprofits, community organizing, and experience in digital organizing a plus.
- Experience in managing a team of organizers
- Experience in campaigns and organizing strategy and planning
- Demonstrated knowledge of Southeast Asian communities, crimmigration, deportation/detention, and the school to deportation pipeline.
- Excellent writing, speaking, interpersonal, leadership, time management, and management skills
- Proficient in Google Suite (Documents, Sheets, etc.), Microsoft (Word, Excel, etc.), and the Voter Activation Network (VAN). Knowledge of EveryAction, Adobe Suite, and Canva a plus
- Ability to manage many and varying deadlines in an organized and timely manner, showing flexibility as needed.
- Excellent analytical and judgment skills as demonstrable by the ability to assess information and evidence and act strategically.
- Adept at dealing with conflicting/changing priorities.



- Effective at facilitating and organizing meetings.
- Experience organizing independently and part of a team/coalition.
- Willingness and ability to work evenings and weekends occasionally

**TO APPLY**

Email your resume and cover letter to [montha@minnesota8.org](mailto:montha@minnesota8.org).

Applications will be accepted until December 2, 2022. This role will begin January 3, 2023.

*MN8 is an equal opportunity employer. MN8 provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. We celebrate our rich diversity and are committed to creating an inclusive environment for all employees.*