



127 West 127th Street, Suite 221
New York, NY 10027
www.africans.us

Lead Community Organizer (Immigration Campaigns) Job Description

Title: Lead Community Organizer (Immigration Campaigns)

Position Location: This position will be based in ACT's DC/MD/VA offices.

Reports to: National Network Director

FLSA Status: Salaried- Exempt

Employment Type: Full-time

Hours: Monday-Friday, hybrid position, requires a mix of remote work, work on site, and in the field.

Salary: The base salary for this position is \$65,000; additional compensation is negotiable based on experience.

Organization:

[African Communities Together \(ACT\)](#) is an organization of African immigrants fighting for civil rights, opportunity, and a better life for our families here in the U.S. and worldwide. ACT works to support and empower African immigrants to integrate socially, advance economically, and engage civically. ACT connects African immigrants to services, empowers our members to develop as grassroots leaders, and leads campaigns for social change. ACT's African immigrant membership comes from a diverse range of nationalities, cultures, and languages, and is religiously diverse, majority women, and predominantly working-class and low-income.

Position Description:

African Communities Together (ACT) seeks an experienced and dynamic grassroots organizer to lead our immigration campaigns. The Lead Community Organizer will drive ACT's base-building and leadership development among African immigrants impacted by federal immigration policies and play a lead role in ACT's national immigration policy campaigns. The successful candidate will have extensive experience in organizing immigrant and BIPOC communities.

Key Responsibilities include:



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Membership Development:

- Lead efforts to expand and enhance ACT's existing membership base among African immigrants with Temporary Protected Status (TPS) and Deferred Enforced Departure (DED) membership base, ensuring that TPS and DED beneficiaries are centered in ACT's advocacy and organizing efforts.
- Organize meetings, workshops, and other events that provide opportunities for members to connect, share their experiences, and work collectively on issues of common concern.
- Work closely with ACT chapters in DC/MD/VA, NY, and PA to strengthen membership, build leadership capacity, and support local and national advocacy efforts.

Community Organizing:

- In collaboration with the National Policy Director, engage and mobilize ACT's membership base on immigration issues, through targeted grassroots campaigns and outreach. Lead a broad range of activities to build community power, such as community meetings, rallies, direct actions, and civic engagement activities.

Leadership Development:

- Identify, recruit, and train member leaders, building a robust leadership pipeline within the organization.
- Provide ongoing training and support to leadership committee members, helping them develop the skills and knowledge needed to lead effective organizing and mobilization campaigns.

Coalition Building and External Relations:

- Build and maintain strong relationships with partner organizations, coalitions, elected officials, and other key stakeholders.
- Represent ACT at public events, coalition meetings, and in the media.



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Reporting:

- Manage and maintain accurate records of campaign activities, community contacts, and member participation using ACT's database system.
- Collaborate with ACT's fundraising team to provide grant reporting and support fundraising activities as needed.

Qualifications:

- Minimum of 3 years prior experience working as a community, labor, and/or political organizer, preferably in an organization with a well-defined organizing and membership model. Proven experience in immigration advocacy, preferably at a national or multi-state level organizing African immigrant and/or BIPOC communities.
- Excellent leadership skills, with a track record of developing and mentoring leaders.
- Strong interpersonal and communication skills, with the ability to build relationships with diverse stakeholders.
- Ability to succeed in a collaborative community environment, including accountability to goals, working independently, prioritizing, and thriving in a diverse group of staff, volunteers, and communities.
- Ability to manage multiple projects simultaneously and adapt to changing circumstances.
- Fluency in English is required. Proficiency in an African language or French is desirable.
- Ability to work flexible hours, including evenings and weekends.
- Cultural competence and significant experience working with African immigrant communities.
- Must be eligible to work in the US.
- Proficiency in Google Suite, Excel, and other common business software.

Employee Benefits



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We offer a full comprehensive benefits package that includes Medical, Dental, Vision, Flexible Spending Account (FSA) and Simplified Employee Pension Plan (SEP-IRA). Additional benefits include professional development and a sabbatical/longevity bonus.

Paid Time and Holidays Off

African Communities Together (ACT) offers a generous benefits package to full-time employees. Benefits include two weeks of paid vacation and medical leave, a personal day for every two months worked, paid holidays throughout the calendar year (including federal holidays), and a year-end winter break from December 24th to January 1st.

Application Process

To apply, please submit your resume along with a brief cover letter describing your interest in the position here: [APPLY](#). Applicants are encouraged to submit applications by **September 18th , 2023**; however, applications will be accepted until the position is filled. We recognize that it is highly unlikely that someone meets 100% of the qualifications for a role [Studies have shown](#) people of the global majority and female-identifying candidates in particular are likely to “count themselves out” of otherwise well-matched opportunities due to this fact. If much of this job description describes you, please apply for this role.

Equal Opportunity Employer

African Communities Together (ACT) believes that all persons are entitled to Equal Employment Opportunity, and we do not discriminate against our staff members or applicants for employment because of race, creed, color, religion, national origin, gender identity and expression, sex, age, disability, marital status, political affiliation, sexual orientation, genetic information, or veteran or citizenship status provided they are qualified and meet the requirements for the position. ACT provides reasonable accommodation to candidates with disabilities.

ACT is an affirmative action employer, and strongly supports the social goals of affirmative action. We therefore make special efforts to recruit individuals from groups that are



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historically under-represented in professional environments or that suffer from broader societal discrimination.