

## **MIRA Vacancy: Political Director**

MIRA is seeking an experienced organizer and strategist to serve as its next Political Director. The position will lead and coordinate advocacy, campaigns and organizing to maximize impact for immigrant communities in Massachusetts.

The Political Director will serve as MIRA's chief political strategist, crafting a strategic vision for the work and coordinating the development and implementation of campaigns and advocacy efforts on local, state and federal immigration issues. They will direct the Organizing and Legislative Teams and work closely with existing MIRA members and partners to strengthen and expand MIRA's network. The ideal candidate is dedicated to building the power of immigrant communities to change public policy.

### **Functions:**

#### ***Political Strategy***

- Lead advocacy strategy for MIRA Coalition, across the legislative and organizing teams
- Direct the development of strategic activities and resources that advance our members' policy goals and utilize political, organizing and civic engagement to build sustainable power in immigrant communities.
- Represent MIRA in critical state and federal policy spaces, and push forward and advocate for the local, state and federal policies that MIRA identifies as priorities.
- Supervise the Director, State Government Affairs, Lead Organizer, Organizer and Digital Organizer in addition to interns and other team political members

#### ***Organizing and Campaign Leadership***

- Direct, design, lead and implement MIRA's member-led organizing and policy work.
- Represent MIRA and our members publicly and organize externally to further relationships with a variety of partners, allies, decision makers and stakeholders such as elected officials, movement organizations, funders, media, and key political tables.
- Work with the Communications team to draft and integrate strategic communications to advance policy goals.
- Work with the Communications team to develop communications plans for programs and campaigns, including working across teams to manage rapid response strategic communications.
- Draft and review reports/factsheets, identify needed research and policy analysis, and conduct power mapping.

#### ***Membership Engagement***

- Identify, develop, and implement training tools for members to strengthen their political education and advocacy skills.
- Oversee MIRA’s member engagement to consult on and build out member-led local, state and federal policy and organizing strategies.
- Manage member participation, feedback, and consultation to identify key policy areas appropriate for MIRA interventions, and identify opportunities for members to speak and engage in policy arenas such as Congressional and federal offices and/or in state legislatures.

### **Management**

- Participate in MIRA’s leadership team, contributing to organizational discussions of strategy, culture, board relations, planning and operations.
- Communicate, coordinate, and strategize within and across teams to align team priorities with overall organizational goals and mission.
- Supervise and guide Organizing and Policy Team staff in implementing their work plans and provide staff performance evaluations and professional development support.
- Manage financial responsibilities in a timely manner, including program budget review and development.
- Support the Development team fundraising efforts, collaborate on grant proposals and reports and maintain relationships with funders.
- Collect and report data on agreed project outcomes.
- Manage contracts with vendors, as needed.
- Contribute to healthy and sustainable, anti-racist organizational work culture.

### **Skills and Experience**

- A minimum of seven years of community organizing, campaign leadership, and/or policy advocacy.
- Experience in a leadership role in representing an organization on issues of importance to immigrants, refugees and/or communities of color.
- Understanding of and commitment to social change through building the capacity and power of affected, immigrant communities to change their communities and to participate directly in changing public policies.
- Demonstrated commitment to community organizing and ability to work constructively with grassroots partners.
- Excellent advocacy, consensus-building, coalition-building, and leadership skills; demonstrated ability to work collegially and collaboratively with other staff and other organizations; demonstrated ability to work with groups and individuals across the political spectrum.
- Exceptional communication skills, both written and oral; experience as a public spokesperson and advocate; ability to analyze and articulate legal concepts and other complex issues and to communicate them to a variety of audiences; a “quick study” on a dynamic array of issues.

- A broad understanding of federal and state immigration policies and issues is required.
- Experience effectively supervising and developing staff.
- Ability to manage several projects simultaneously and to adjust to frequently changing demands.
- Ability to build relationships with relevant policy partners (legislators, government officials, etc.)
- Fluency in a language spoken by immigrant communities in Massachusetts required.

This position can be based anywhere in Massachusetts, but will require regular presence in Boston. This is a full time position requiring occasional weekend and evening hours.

Persons of color and from immigrant backgrounds strongly encouraged to apply. The MIRA Coalition is an equal opportunity employer. Candidates for employment will be considered without regard to race or ethnicity, gender, age, national origin, marital status, disability, or sexual orientation.

### **Salary**

The salary range for the position is \$90,000 - \$100,000, depending on experience.

### **To Apply**

To apply, email **Liz Sweet** at [esweet@miracoalition.org](mailto:esweet@miracoalition.org) with a resume and cover letter, with “Political Director” in the subject line of the email.

### **Background**

MIRA is the largest coalition in New England promoting the rights and inclusion of immigrants and refugees. With offices in Massachusetts and [New Hampshire](#), we advance this mission through education and training, leadership development, institutional organizing, strategic communications, policy analysis and advocacy.

MIRA is a dynamic and multi-ethnic coalition with more than **140 organizational members**, including grassroots community organizations; refugee resettlement agencies; providers of social, legal and health services, faith-based organizations and civil and human rights advocates. We organize and empower our members and allies, and together we mobilize immigrant communities to advocate for themselves, and amplify and support their voices. MIRA is a respected leader on immigrant issues at the state and national levels, and an authoritative source of information and policy analysis for policymakers, advocates, immigrant communities and the media.

