



MIRA Advocacy Director Job Description

Organization Overview

The Massachusetts Immigrant and Refugee Advocacy Coalition (MIRA) is New England's largest coalition advocating for the rights and inclusion of immigrants and refugees. With offices in Massachusetts and New Hampshire, MIRA advances its mission through education, training, leadership development, institutional organizing, strategic communications, policy analysis, and advocacy. Our diverse coalition consists of over 150 member organizations, including grassroots community groups, refugee resettlement agencies, service providers in the areas of legal, health, and social services, faith-based organizations, and civil and human rights advocates. MIRA is a leading voice on immigrant issues both at the state and national levels and serves as a trusted resource for policymakers, immigrant communities, and the media.

Job Summary

Reporting to the Political Director, the Advocacy Director will be at the heart of MIRA's advocacy efforts, leading the coalition's state legislative, budgetary, and administrative priorities in Massachusetts. This individual will play a critical role as MIRA's primary advocate at the Massachusetts Statehouse, regularly engaging with legislators, administrative officials, and stakeholders to advance pro-immigrant policies. The Advocacy Director will work in close partnership with MIRA's Director of State Government Affairs and Political Director, and serve as a liaison between the coalition's diverse member organizations and state government. Regular, on-the-ground presence at the Statehouse is essential for success in this role, ensuring that MIRA remains a visible and active advocate for immigrant and refugee communities.

This position requires a deep commitment to building relationships with policymakers, providing legislative testimony, and ensuring that MIRA's priorities are represented in all key legislative processes. The ideal candidate will have a strong background in state legislative advocacy, familiarity with the Massachusetts political landscape, and a track record of success in mobilizing coalitions to influence policy outcomes.

Key Responsibilities:

- **Statehouse Advocacy:** Spend significant time at the Massachusetts Statehouse engaging directly with lawmakers, their staff, and other key stakeholders. Build and maintain relationships with legislators and administrative officials to advance MIRA's legislative and policy priorities. Lead legislative efforts by actively participating in hearings, meetings, and negotiations.
- **Policy Strategy Development:** Collaborate with MIRA's leadership team and member organizations to identify key policy priorities, develop advocacy strategies, and lead the

drafting of legislation when necessary, incorporating input from stakeholders and experts.

- **Legislative Monitoring:** Track, analyze, and engage on relevant state legislation, budget proposals, and administrative policies. Identify opportunities to advance pro-immigrant initiatives and oppose harmful measures that may restrict rights or opportunities for immigrant communities.
- **Relationship Building and Coalition Leadership:** Foster strong relationships with Massachusetts lawmakers and other policymakers at the Statehouse to ensure MIRA's voice is heard in key policy discussions. Represent MIRA in priority legislative coalitions, providing strategic direction and leadership.
- **Public Engagement & Communication:** Work closely with MIRA's advocacy and communications teams to develop effective messaging, craft public statements, and create content for digital bulletins, social media, fact sheets, and testimony. Ensure that MIRA's positions are clearly communicated to the public, media, and government officials.
- **Public Relations:** Respond promptly to information requests from legislators, the media, and other stakeholders, positioning MIRA as a trusted and authoritative source on immigrant policy issues.
- **Event Coordination:** Play an integral role in planning and executing key advocacy events such as MIRA Member Meetings, Immigrants' Day at the State House, and other coalition gatherings aimed at raising visibility and support for immigrant rights.

Qualifications:

- A Bachelor's degree and at least 5 years of professional experience in public policy advocacy, legislative affairs, or a related field. A JD or Master's degree in a relevant field is a plus.
- Strong interpersonal skills and a demonstrated ability to establish and maintain relationships with legislators, community leaders, and diverse stakeholders.
- Excellent public speaking, writing, and communication skills, with the ability to present compelling arguments and messages tailored to various audiences. Fluency in a language spoken by immigrant communities in Massachusetts is a plus.
- Proven experience with Massachusetts state legislative processes, including a demonstrated track record of advocacy at the Statehouse.
- Ability to thrive in a fast-paced environment, managing multiple priorities and projects effectively while balancing a significant presence at the Statehouse.

- Ability to navigate the complexities of coalition-building, ensuring inclusivity and accountability to a diverse set of partners and stakeholders.
- Established relationships with Massachusetts lawmakers, key officials, and political influencers are highly desirable.
- 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.
- Familiarity with the issues impacting immigrant communities in Massachusetts and a passion for immigrant rights and inclusion.

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.

Salary & Benefits: MIRA offers a competitive salary commensurate with experience, along with a comprehensive benefits package, including health insurance, retirement benefits, paid time off, and professional development opportunities. The starting salary range for this position is \$75,000 - \$80,000, depending on experience.

To Apply: Interested candidates should submit a resume and cover letter to hrrecruiting@miracoalition.org, with “Advocacy Director” in the subject line of the email.

Persons of color and from immigrant backgrounds are 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.

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 **150 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.