

NHAIR Director

Organization Overview:

Massachusetts Immigrant and Refugee Advocacy Coalition (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.

Position Summary

The **Director, New Hampshire Alliance for Immigrants and Refugees** will lead the efforts to advance the rights and inclusion of immigrants and refugees in New Hampshire. This role is responsible for relationship-building with policymakers, leading strategic advocacy efforts, conducting policy research, engaging communities, and representing the organization in coalitions and campaigns. The Director also plays a key leadership role within the organization, guiding internal decision-making, supporting organizational culture, raising funds, and managing staff and overseeing events and advocacy campaigns.

Job type: Full Time

Salary range: \$75,000-\$80,000

Location: New Hampshire

Work Schedule: Remote

Key Responsibilities:

- Build relationships and advocate with decision-makers, elected officials, and political candidates at the city, state, and county levels to advance policy and advocacy efforts.
- Conduct policy research and analysis on priority issues, including immigration, language access, voting rights/democracy, education equity, and other aspects that affect the full integration of immigrants in the state. Present the immigrant perspective in those areas.
- Monitor, analyze and advocate on immigrant-related issues and inform the public about the contributions of immigrants and refugees.
- Represent NHAIR in external coalitions, including the NH Immigrant Solidarity Network, NH Immigrant Rights Network, Drive Safe NH, NH Race and Equity, and others. As time permits, participate in national immigration coalitions including FIRM.

- Direct community outreach, immigration, and refugee engagement activities. Maintain knowledge of community resources and contacts and establish and maintain cooperative and effective relationships with key individuals and groups.
- Promote Welcoming NH statewide, further engage current partners and build new partnerships.
- Assist in monitoring internal/external developments and identify connections between business activities and industry trends that may pose a threat or benefit to the organization's reputation.
- Support and when appropriate take lead on organization-wide events and activities including direct actions, press conferences, rallies, lobby days, and other events as needed.
- Consistently engage and collaborate with the national immigrant rights networks on national campaigns or joint projects.
- The director will also be responsible for guiding organization-wide decisions, maintaining healthy organizational culture, and managing personnel.
- Direct planning and execution of conferences and events for professionals, community, the press, and others to support the company's leadership position and position the organization for brand-building opportunities.
- Manage NHAIR team, currently consisting of two positions.
- Raise funds to support NHAIR program including grant writing, talking to individual donors, businesses and faith based entities.

Skills and Experience

- Demonstrated experience in advocacy, community organizing or policy work, particularly in immigration, civil rights or related fields.
- Proven ability to build relationships with public agencies, donors, and community leaders.
- Strong research and policy analysis skills, with experience presenting findings in accessible ways and familiarity with local and state-level policy processes, especially in New Hampshire.
- Experience working with immigrant and refugee communities.
- Excellent verbal and written communication skills with comfort speaking in public and representing an organization in coalitions or media settings.
- Strong project management skills, including the ability to collaborate with diverse teams to implement programs.
- Ability to manage staff, support team culture, and contribute to organizational leadership.

- Alignment with racial and immigrant justice values and a deep understanding of equity issues.
- Bilingual or multilingual skills preferred

Working Hours/Environment:

- Full time (37.5 hours per week)
- A flexible remote schedule with a combination of on-site and at-home work.
- Regular travel to partner organizations across the state may be required. A valid driver's license and access to a vehicle is required..

Salary Range:

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 annual salary range for this position is \$75,000-\$80,000, depending on experience.

To Apply: To apply, email hrrecruiting@miracoalition.org with a resume and cover letter with “NHAIR Director” in the subject line of the email.

People of color and individuals 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.