



Job Description: Business & Community Organizer

Position Summary

MIRA seeks an experienced **Business & Community Organizer** to build and lead a statewide network of business leaders who are committed to advancing immigrant justice.

This position will organize businesses, employers, chambers of commerce, and industry leaders to become visible and effective advocates for policies that support immigrant communities. The organizer will develop long-term relationships with the business sector, educate business leaders on the economic importance of immigration, and mobilize them to participate in legislative advocacy, public campaigns, media opportunities, and coalition efforts.

In addition to business engagement, the position will also serve as a community organizer, supporting MIRA's broader grassroots organizing efforts by building relationships with community organizations, local leaders, and immigrant communities to strengthen advocacy campaigns across Massachusetts.

The ideal candidate is a relationship builder, strategic organizer, and strong communicator who understands how to move people from awareness to action.

Reports To: Political Director

Job type: Full Time

Work Schedule: A flexible hybrid schedule with a combination of on-site and at-home work.

Salary range: \$65,000-\$70,000

Location: Boston, Massachusetts

Apply: hrrecruiting@miracoalition.org

Primary Responsibilities

Business Organizing & Engagement

- Build and maintain a statewide network of business leaders committed to immigrant rights, including immigrant owned businesses.
- Develop relationships with businesses, chambers of commerce, trade associations, entrepreneurs, and employers across diverse industries.
- Recruit business leaders to participate in advocacy campaigns, coalition activities, legislative visits, public testimony, media events, and public statements.
- Create opportunities for business leaders to share how immigrant workers, entrepreneurs, and consumers strengthen Massachusetts' economy.
- Develop sector-specific organizing strategies to engage businesses around MIRA's legislative priorities.



- Support the creation of a Business Leadership Council or similar network of business advocates.

Policy Advocacy

- Work closely with MIRA's Political and Organizing teams to advance legislative and policy priorities.
- Organize business participation in legislative hearings, lobby days, advocacy meetings, and public campaigns.
- Educate business leaders on state and federal immigration policy and its impact on employers, workers, and the Massachusetts economy.
- Mobilize businesses to contact elected officials, submit testimony, sign coalition letters, participate in press events, and publicly support immigrant justice legislation.
- Represent MIRA at business, civic, and community events throughout the Commonwealth.

Community Organizing

- Support MIRA's statewide organizing campaigns by building relationships with community organizations, faith leaders, local advocates, and coalition partners.
- Recruit and develop new community leaders and organizational partners.
- Organize community meetings, trainings, advocacy events, and leadership development opportunities.
- Work collaboratively with MIRA organizers to expand grassroots engagement in legislative campaigns.
- Help build power among immigrant communities and their allies through coordinated organizing efforts.

Education & Leadership Development

- Design and facilitate workshops for business leaders on immigration policy, civic engagement, and effective advocacy.
- Develop educational materials that explain the economic and social contributions of immigrants and refugees.
- Train business leaders and community partners to become effective advocates, storytellers, and spokespeople.
- Collaborate with MIRA staff to develop messaging tailored to business audiences.

Communications & Coalition Building

- Partner with MIRA's Communications team to elevate business voices in support of immigrant rights.



- Recruit businesses to sign letters, participate in media opportunities, provide testimonials, and engage on social media.
- Strengthen partnerships between the business community, labor, nonprofit organizations, and immigrant-led organizations.
- Help identify opportunities to expand MIRA's coalition and deepen engagement among existing partners.

Qualifications

- Bachelor's degree or equivalent professional experience.
- Three or more years of experience in community organizing, advocacy, coalition building, public affairs, business engagement, or government relations.
- Demonstrated ability to build relationships across diverse sectors and communities.
- Excellent public speaking, facilitation, and communication skills.
- Ability to inspire and mobilize people toward collective action.
- Commitment to immigrant rights, racial equity, and social justice.
- Experience working with the business community, chambers of commerce, employers, or economic development organizations is highly desirable.
- Bilingual or multilingual skills are a plus.

Preferred Skills

- Coalition management.
- Legislative advocacy.
- Public speaking and training.
- Relationship management.
- Event planning and coordination.
- Media and public communications.

Working Hours/Environment

- Full-time (37.5 hours per week)
- Hybrid schedule with at least one in-office day per week
- Must live in MA and be available for in-person events

Salary

The starting annual salary range for this position is **\$65,000-\$70,000** depending on experience.

MIRA offers a competitive salary commensurate with experience, along with a comprehensive benefits package that supports employee wellbeing and work-life balance. Benefits include MIRA-subsidized medical, dental and vision insurance plan; retirement plans; generous paid-time off; paid holidays and holiday closures; a sabbatical policy, and professional development opportunities. MIRA also provides



employer-sponsored basic life, short term and long term disability insurance coverage eligible to full-time employees at no cost. In addition, MIRA observes a winter break closure, providing staff dedicated time-off at the end of the year.

How to Apply

Please send a cover letter and resume to: hrrecruiting@miracoalition.org, with “**Business & Community Organizer**” in the subject line of the email. Applications missing a resume or cover letter may not be considered.

MIRA Coalition is an equal opportunity employer, committed to building a culturally diverse team, and strongly encourages applications from a wide range of backgrounds. People of color and individuals from immigrant backgrounds are strongly encouraged to apply. Candidates for employment will be considered without regard to race or ethnicity, gender, age, national origin, marital status, disability, or sexual orientation.

About MIRA

The Massachusetts Immigrant and Refugee Advocacy Coalition (MIRA) is the largest coalition in New England dedicated to advancing the rights, integration, and inclusion of immigrants and refugees. Through a dynamic coalition of more than 160 member organizations, MIRA works to build a more welcoming Commonwealth through advocacy, organizing, leadership development, policy analysis, education, communications, and coalition building. MIRA is recognized as a leading voice on immigrant issues at both the state and national levels.