



Campaigns Manager

April 2025

ORGANIZATIONAL DESCRIPTION

The Washington Immigrant Solidarity Network (Waisn) is a grassroots coalition of over 400 immigrant and refugee rights organizations, formed in the wake of the November 2016 elections.

Waisn's mission is to protect and advance the power of immigrant and refugee communities through a multiracial, multigenerational, multiethnic, multilingual, and multi-faith coalition. Our organizing strategy educates and mobilizes statewide to uphold and defend the rights and dignity of all immigrants and refugees, centering the voices of vulnerable and impacted communities.

The state of Washington is home to over 943,000 immigrants and receives the 8th most refugees among all U.S. states. Many groups of, by, and for immigrants and refugees have been working around the state for decades. In the face of the proliferating threats unleashed on us by a rise in white nationalism in the U.S, various organizational and individual members have coalesced to build sanctuary through community solidarity, which gave space for the Washington Immigrant Solidarity Network to form.

Waisn is the largest immigrant-led coalition in the State of Washington. We are a robust, mutual aid network providing feminist care to immigrant and refugee rights organizations and individuals across 27 counties in the state. We work to provide support, capacity, and resources to directly impacted and grassroots community organizing efforts, building power and acting as a united voice for immigrant justice statewide.

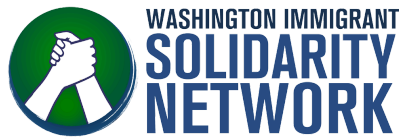
The ideal candidate shares our commitment to building relationships and grassroots power in immigrant and refugee communities and supports our feminist decolonial transnational and intersectional values of joy, care, solidarity across differences, integrity, and accountability.

POSITION SUMMARY

The Campaigns Manager is responsible for co-designing, implementing and project managing Waisn's primary campaigns' field strategies and main advocacy initiatives. Under the guidance and direction of the Policy Director, the Campaigns Manager will develop and execute a strategic advocacy plan rooted in collaboration, political education, mobilization, and expansion that helps build relationships and grow the leadership capacity within impacted forced migrant communities across Washington state.

The Campaign Manager is the project manager responsible for one of Waisn's largest and most significant annual events, Immigrant and Refugee Advocacy Day (IRAD), which attracts over 500 participants to the Olympia state capitol and takes place annually and is expected to grow its annual attendance year over year. Waisn's IRAD creates a space where we are able to facilitate political education and the engagement of immigrant communities and allies with policymakers and legislators to support our collectively identified advocacy agenda and policy platform, a platform that centers the needs of Washington's diverse immigrant communities.

The ideal candidate has excellent project management skills, is a people-person, takes initiative and can speak in front of large audiences. Organizing IRAD requires logistical setup in coordination with other departments within Waisn as well as a number of trainings and community-facing activities led by the Campaigns Manager. Additionally, the Campaign Manager plays a critical role leading Waisn's



relationship-building and advocacy events across the state leading up to and in support of IRAD and the primary campaigns determined by the network's steering committee of 20 organizations.

The person in this role will spend roughly half of their time working throughout Washington State building relationships with new and existing partner organizations; will be the main point of contact for partners and directly impacted immigrants, and; activate a robust base for campaign-driven actions. The other half of their time will be spent organizing and coordinating IRAD and its supporting events and activities throughout the year. This person reports directly to the Policy Director and will work across departments.

The Campaigns Manager will represent WAISN in coalition spaces and serve as a convener in support of WAISN's primary campaigns and the immigrant communities that will benefit from these policy wins. This person is also a mentor/femtor, educating on the structures of power and oppression that affect forced migrant populations in the US, supporting impacted community members on building advocacy skills and a political feminist consciousness as well as people power in favor of immigrant justice and specifically on the issue areas where the network is leading while providing pathways to getting involved or building new ways to advocate, staying humble and learning from community members through feedback loops. This person is a people-person and a creative thinker with an expertise in bringing people together and building momentum for a cause or issues, both in person and digitally. This includes deep collaboration with WAISN's Communications Department to amplify WAISN campaigns through the use of WAISN's social media platforms, listservs, Strive text alert system, and Action Network.

Key Responsibilities

Campaign Leadership (55%)

- Successfully project manage WAISN's annual Immigrant and Refugee Advocacy Day in Olympia throughout the year with the support of WAISN staff;
- Advise Policy Director on coalition building, strategy, and opportunities for all of WAISN's primary political campaigns, currently: 1) health equity policies, and; 2) an unemployment insurance expansion program;
- Support state and local budget advocacy efforts that raises awareness and advocates for statewide deportation defense programs and other immigrant justice movement infrastructure, including the WAISN Deportation Defense Hotline and efforts to protect and strengthen the Keep Washington Working and Courts Open to All state laws
- Convene advocacy partners, network members, the steering committee, and policymakers to facilitate strategy conversations and create tactics to advance our political campaigns through coalition spaces, organizing tables and other spaces as needed;
- Strategize and lead in all advocacy efforts to build the people power for campaigns, creating an annual organizing and grassroots base-building strategy that includes both in-person and digital actions such as rallies, phonebanks, petitions, email campaigns, community leadership nights, among other possible actions, with the aim of building community-led and community-accountable power throughout the state.
- Recruit, organize and host annual multi-lingual, multi-ethnic, multi-generational listening sessions (at least three) with geographic diversity representing regions around the state, in order to



understand the needs of our diverse immigrant communities here in WA. These listening sessions comprise a core piece of the process of building our biannual legislative platform that allows for WAISN's Policy & Advocacy team to fulfill its mission of community-led and community-centered policy agenda. This requires significant coordination and collaboration with partner organizations.

- Collaborate with the communications team and other WAISN departments to build campaign momentum, address rapid response issues as they relate to a mass deportation agenda and workplace raids as they arise, and seize or create opportunities to advance WAISN's overall goals and mission through values-driven and feminist and decolonial analytics that promote collective wellbeing, revalorize care labor, salvage migrants agency, and support democratic consensus;
- Manage weekly, monthly or quarterly community and partner-facing meetings to advance organizational policy and advocacy priorities, and in particular, specific campaign goals, such as the biweekly Steering Committee meetings of our two main campaigns; biweekly field subcommittee meetings of our two primary campaigns, and monthly General Meetings for one primary campaigns, among others;
- Work with WAISN's members and coalition partners to organize quarterly advocacy trainings and issue forums as well as community advocacy events such as 'activism' nights or campaign presentations that occur at least weekly September-February;
- Implement a ladder of escalation with identified strategies and tactics to mount support for our advocacy agenda while pressuring opposition to our efforts with clearly identified targets while mobilizing WAISN's base and generating momentum for our political campaigns throughout the year;

Organizing and Partnership Development (35%)

- Represent WAISN in key tables, coalitions, and meetings with allies and partners such as the various primary campaign steering and subcommittee meetings; community-led actions and activities; and relationship-building meetings with new and existing partnerships;
- Spearhead the cultivation of new and existing relationships with partners in support of our main campaigns through but not limited 1:1s, participation of events, presenting at conferences and panels;
- Build an outreach and relationship building plan and attend key in-person events across the state, particularly with labor unions and representatives. This means creating an outreach and ladder of engagement plan specifically for labor unions and participating in various retreats and gatherings when possible such as the Labor and Immigration Table, the annual Washington State Labor Council summer policy platform gathering and other labor oriented spaces;
- Recruit, manage and organize an Advisory Council made up of impacted community members that is multi-ethnic, multi-racial, multi-generational, multi-faith and is representative of all corners of WA to consult on policy matters and decisions, adding an additional dimension to community-led policy work;
- Organize the materials and logistics for the annual Steering Committee Convening as related to the primary campaigns that includes completing the aforementioned listening sessions, analyzing and providing recommendations on the primary campaigns



- Meet with key partners and cultivate strong relationships that lead to them joining WAISN's membership;

Leadership Development (10%)

- Develop and implement a ladder of engagement that attracts, develops, and supports individuals from directly impacted communities to participate, lead and be centered in the advocacy campaigns that advance the rights and dignity of all immigrants;
- Develop political feminist consciousness curriculum, and movement-building activities that integrate strategic communications, digital engagement, grassroots community organizing, and the strategic priorities from our diverse policy partners;

REQUIRED SKILLS AND COMPETENCIES

- Minimum of three (3) years of grassroots community organizing experience
- Minimum of two (2) years of policy experience
- Minimum of two (2) years of experience in event planning for diverse mass mobilization advocacy activities
- Mastery of computer skills in Microsoft Office Suite and Google Workspace (Google drive, Google Docs, Google Slides and Google Sheets). Experience working in Canva and Airtable a plus.
- Self-motivated - proven ability to work independently
- Strong leader and ability to stand up to pressure in public spaces. WAISN is oftentimes the only representative of impacted communities as well as being a feminist, decolonial organization, in various spaces and therefore has different perspectives and approaches that come in conflict with 'traditional' advocacy approaches. This individual needs to be able to stand firm in representing WAISN's views.
- The ability to drive projects and programs to completion in a fast-paced environment with supervision by the Policy Director
- Ability to work within and manage coalitions of diverse organizations and partners
- Experience working across difference and meeting objectives with stakeholders from varying positionalities and perspectives
- Process driven and results-focused with superb organization skills
- Capable of contributing to a feminist, decolonial, transnational organizational culture that prioritizes collaboration
- A demonstrated commitment to social and racial justice issues and an understanding of challenges facing immigrant communities, communities of color, queer and transgender communities, as well as low- and moderate-income families;
- A demonstrated commitment to cutting-edge progressive values that champion an intersectional, decolonial, and transnational feminist agenda centered around the dismantling of all systems of oppression;



- Demonstrates self-awareness of their own multiple group identities and their unconscious biases, and can adjust to different spaces accordingly;
- Ability to communicate and build strong relationships and trust across race, gender, class, and other group identities, both internally and externally;
- Knowledge and willingness to learn about the U.S. immigration system, preferably with lived experience as an immigrant, or immigrant family;
- Highly organized, self-driven, can independently manage multiple tasks successfully, and can work collaboratively;
- Excellent writing and communication skills;
- Bilingual/Multilingual (Spanish) skills are highly preferred and desired;
- Ability to work evenings and weekends as determined by operational needs.
- Maintain a valid driver's license. Ability and willingness to travel regularly and must live in Washington State.

COMPENSATION This is a full time position. The salary for this position is \$80,000 - 85,000 annually for full-time work, contingent on experience.

Benefits package includes professional development training fees, generous paid time off, vacation and sick leave. Full Time Employees with WAISN are eligible for Kaiser Permanente Medical Insurance, Delta Dental Insurance, and VSP Vision Insurance.

REMOTE/ HYBRID WORK POLICY WAISN employees are currently located across the state of Washington and do not share a centralized office. Staff members are not required to work in person when handling day-to-day role responsibilities but will be expected to gather for events such as staff retreats and other all-staff reunions throughout the year. New staff members will be offered a \$2,000 stipend to aid in relocation from out of state to Washington state if selected for their respective positions.

VACCINE POLICY In an effort to maintain a safe and healthy workplace, WAISN requires all current staff members and contractors to be fully vaccinated. WAISN defines "fully vaccinated" as having received either 1 dose of the Johnson&Johnson or 2 doses of the Moderna or Pfizer administered vaccines. WAISN also strongly encourages personnel to receive a booster dose when possible. All new personnel must present proof of COVID-19 vaccination card to the Operations Manager upon request. Exceptions to the vaccine mandate include religious reasoning and health concerns. If you are eligible for an exception, please reach out to the Operations Manager to discuss in further detail.

TO APPLY Please send resume to nicole@diversityrecruiters.com. Applications will be accepted on a rolling basis and will be reviewed when they are received. The final deadline to apply is May 9, 2025. Early applications are strongly encouraged. Phone interviews will begin May 5, 2025. Questions regarding this opportunity are welcome and can be directed to Nicole Leckband, Managing Director of Diversity Recruiters.

***WAISN is an equal opportunity/affirmative action employer that provides equal employment opportunities to all qualified employees/applicants in all of our employment practices without regard to*



*race, religion, color, sex or gender (including gender identity, pregnancy, childbirth, lactation), sexual orientation, national origin, ancestry, age, marital status, medical condition, physical or mental ability, or any other basis protected by law. We encourage applications from historically and currently disenfranchised people of color, immigrants, women, people with disabilities, members of the Lesbian, Gay, Bisexual, Transgender, and Queer communities and other historically and currently disenfranchised groups.***