



Digital Organizer

Description of Organization:

Centro de los Derechos del Migrante, Inc. (CDM) is the first transnational migrant workers' rights organization based in Mexico to support migrant worker organizing and advocacy on both sides of the U.S.-Mexico border. Since its founding, CDM has been driven by its mission to improve the conditions of low-wage workers in the United States. With a binational, multilingual staff and geographic reach, CDM has grown over the past 15 years in response to an increasing need, but its end goal remains unchanged: to overcome the border as a barrier to justice.

CDM envisions a world where migrant workers' rights are respected, and laws and policies reflect their voices. Through multilayered outreach and engagement strategies, CDM supports migrant workers to defend and protect their rights during recruitment, while at work in the U.S., and as they return to their home communities. Further information about our work and projects is available on our website: www.cdmigrante.org.

Position Summary:

Centro de los Derechos del Migrante, Inc. (CDM) seeks a Digital Organizer to join its dynamic, binational team of migrant workers' rights advocates. This is a unique opportunity to support CDM's Protein Processing Workers Project, an initiative focused on ensuring health and safety for workers employed in protein processing (seafood, meat and poultry).

Preferred candidates will be willing to work out of our office in Baltimore, Maryland. Candidates interested in working from our office in Mexico City or remotely will also be considered.

About You:

You have an unshakeable commitment to social, racial, and economic justice, and are passionate about defending the rights of migrant workers, immigrants, and low-wage workers. You are excited about the opportunity to organize the project's digital outreach, supported by a team that will energize and inspire you. You are comfortable switching between languages and look forward to engaging with workers and designing materials that will help inform them of their rights and protections.

Position Responsibilities:

Working in close collaboration with both the outreach and communications teams, the Digital Organizer will support CDM's initiative targeted at protecting essential workers from emerging and re-emerging infectious diseases. This position will be responsible for growing user engagement through the development and design of content, planning posting schedules, posting and following up on ads and evaluating the impact of CDM's presence on a number of digital platforms. The Digital Organizer will also be primarily responsible for direct interactions with followers on social media.

Key duties include:

- Plan and run digital campaigns aimed at supporting workers' rights and disseminating information on worker protections;
- Develop and disseminate targeted social media content;
- In coordination with the Data Analyst, conduct analysis on target demographic user engagement;
- Draft engaging blog posts, with particular attention to relevant breaking news and rapidly-changing guidance on workers' health;
- Create resources and content for partner organizations and local stakeholders, while providing support and training as needed;
- Work closely with the Outreach team and worker leaders to amplify workers' voices;
- Respond to messages and comments from social media followers, escalating to the legal team when appropriate;
- Solicit and respond to stakeholder feedback on key topics, materials and messages;
- Coordinate effectively with outside vendors and partner organizations as needed;
- Coordinate digital events, such as Facebook Lives;
- Develop and evaluate measurable performance impact indicators in collaboration with the Data Analyst and Communications Lead.

Knowledge and Skills Required:

- Full professional fluency in spoken and written Spanish and English_(additional language skills are desirable but not required);
- Exceptional cross-cultural communication skills;
- Excellent written communication skills in Spanish and English;
- Strong commitment to social, racial and economic justice and understanding of the challenges facing migrant workers, immigrants and low-wage workers;
- Demonstrated success managing social media accounts, especially Facebook;
- Basic digital design knowledge.
- Experience working with multimedia content, as well as knowledge of compatible formats for social media.
- Relevant experience with field and/or digital organizing;
- Ability to thrive in a collaborative, high-energy environment.

CDM is an Equal Opportunity Employer and prioritizes diversity among our staff, Board of Directors, and volunteers. CDM does not discriminate on the basis of race, color, national origin, sex, religion, age, disability, sexual orientation, or gender identity. We encourage applicants from diverse backgrounds to apply. We also maintain a strong interest in our employees' career development and strive to provide opportunities for growth and education for dedicated members of our team.

Competitive salary starting at \$50,000 for Baltimore-based candidates with benefits, including generous vacation, health, dental and vision insurance, HSA, 401k, paid parental leave, etc.

HOW TO APPLY

Interested candidates should submit a cover letter, resume, and a list of three references, including their contact information, to info@cdmigrante.org with the subject line DIGITAL ORGANIZER APPLICATION. No phone calls please.