



Policy Director

Centro de los Derechos del Migrante, Inc.'s next Policy Director is a strategic thinker and a passionate and highly collaborative person who is excited about working in solidarity with migrant workers to protect and defend their rights. The Policy Director will help shape a bold vision for the future of work and international labor migration, leading CDM's ambitious policy agenda and advancing meaningful policy reforms through CDM's groundbreaking federal, state, and transnational campaigns.

CDM's Policy Director will maintain close relationships with workers and allied organizations in coalitions and will work closely with CDM's legal, communications, outreach, and development teams. Remote candidates will be considered and are encouraged to apply. Ideal candidates will be willing to work out of our office in Baltimore, Maryland and able to travel to Washington, DC regularly and to Mexico occasionally. Limited additional travel may be required.

External Responsibilities

- Monitor and analyze policies and legislation impacting immigrants generally and migrant workers specifically;
- Coordinate [Migration that Works](#)' efforts to advance a value-based model for labor migration that prioritizes the human rights of workers and their families;
- Track trends and problems encountered by migrant workers, particularly related to their employment and recruitment experiences;
- Lead transnational policy campaigns to promote systemic change;
- Protect, defend, and win regulatory protections through advocacy and litigation;
- Promote expanded and improved protections for migrant workers and oppose measures that could weaken their rights;
- Draft policy proposals and supporting advocacy materials, including factsheets, talking points, action alerts, sign-on letters, hearing statements, and other resources;
- Consult with and train federal, state, and local representatives, including U.S. administrative agency staff members and Mexican consular officials;
- Build and maintain key strategic partnerships and relationships, including with coalition allies, congressional and executive offices, and CDM's supporters;
- Develop and lead state and federal legislative campaigns;
- Serve as CDM's primary spokesperson on policy.

Internal Responsibilities

- Communicate with CDM's outreach and legal teams to bring migrant workers' experiences and priorities to policy discussions;
- Help revise educational materials to reflect public policy changes and brief outreach team on policy initiatives;

- Brief staff and consult internally on policy proposals and positions;
- Identify strategic opportunities for CDM's engagement in advocacy efforts;
- Propose public policy priorities and objectives;
- Develop strategies and work plans to accomplish CDM's advocacy goals;
- Support CDM's legal director in identifying opportunities to engage in impact litigation;
- Collaborate with CDM's communications team to promote awareness and engagement by the public and policymakers;
- Work in close partnership with other CDM staff to advance cross-departmental and overall organizational goals;
- Assist with and lead development efforts related to CDM's advocacy initiatives; work with CDM's Executive Director and other staff to identify funding opportunities for CDM's policy initiatives, and prepare written reports, as required by foundations and/or other funding sources;
- Train CDM's staff on ethical guidelines and requirements related to our advocacy initiatives, including time-keeping and other reporting requirements;
- Fulfill federal, local, and state reporting obligations;
- Develop and manage CDM's policy budget in collaboration with CDM's Executive Director;
- Supervise policy staff, law students in clinical programs, volunteers, and interns; and
- Coordinate with CDM's Mexico staff on advocacy that relates to or impacts the U.S. policy strategy, including consultation on meetings with Mexican government officials, the media, and other NGOs.

Qualifications

- 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 bilingual and can read, write, and speak English and Spanish with ease (CDM conducts most of its internal communications, including emails and meetings in Spanish);
- You have experience in political, legislative, or policy advocacy. Examples of this experience may include:
 - Leading and coordinating coalitions on policy campaigns;
 - Developing policy goals around an issue or legislative proposal;
 - Lobbying at the state or federal level;
 - Testifying before legislative bodies;
 - Writing policy proposals;
 - Working with grassroots organizations;
 - Analyzing legislation, regulations, and/or complex policy proposals.
- We prefer that you have a law degree, but we encourage applicants without law degrees who have extensive policy experience to apply.

About CDM

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 on our website: www.cdmigrante.org.

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 are committed to supporting our employees' career development and strive to provide opportunities for growth and education for dedicated members of our team.

Salary and Benefits

CDM offers a competitive salary range starting at \$85,000 for Baltimore-based candidates. We also offer comprehensive benefits, including generous vacation; paid health, dental, and vision insurance for employees and their dependents; a Health Savings Account; a 401(k) retirement plan; a sabbatical policy; and paid parental leave.

How to Apply

Submit a cover letter, resume, and a list of three references to info@cdmigrante.org with the subject line **Policy Director**. Your reference list should include your references' names, email addresses, phone numbers, and short descriptions of how your references know you. No phone calls please.