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 Director of Impact and Learning to join its dynamic, binational team of migrant workers’ rights advocates. This position offers a unique opportunity to design strategic, high-impact projects and facilitate organizational learning and growth to support migrant workers in their fight for justice. The location of this position is negotiable, though preference will be given to candidates based in or around the Baltimore area.

About You:
You have an unshakeable commitment to social, racial, gender, and economic justice, and are passionate about defending the rights of migrant workers, immigrants, and low-wage workers. By leveraging your informed analysis, exceptional writing and proven process facilitation skills, you draft compelling grant proposals and requests for funding for groundbreaking initiatives. Your strong track record has led to many wins in the past, and you are enthusiastic about dedicating your talents to secure funding for CDM’s work.

In addition to understanding the nuances of foundation and government funding, you feel comfortable liaising with allies, coalitions, and current and potential funders. You have strong interpersonal skills and feel comfortable facilitating conversations with other members of the team to design, evaluate and incorporate lessons learned into CDM’s programs and projects. Your commitment to ongoing, collaborative learning has resulted in organizational growth. Your attention to detail and your focus on deadlines allows you to prioritize effectively, and you feel at ease switching between English and Spanish.

Position Responsibilities:
The Director of Impact and Learning works under the supervision of CDM’s Chief of Collaboration, in close contact with the Executive Director, to design strategic, high-impact
programs and projects, draft compelling grant proposals, monitor project progress and outcomes and facilitate organizational learning and growth.

Key duties include:

- In coordination with CDM’s program areas, design and develop projects aligned with organizational priorities and available funding;
- Lead grant proposal development and submission, including:
  - Researching funding opportunities from diverse sources;
  - In coordination with relevant staff, drafting LOIs/proposals, narratives, budgets, and monitoring and evaluation strategies;
- In coordination with program areas, manage project progress and grant reporting, including:
  - Maintaining grant calendars and institutional recordkeeping, ensuring requirements and deadlines are met;
  - Where appropriate, overseeing the implementation of selected project deliverables;
  - Facilitating conversations with program staff, drafting progress reports and program updates that capture programmatic progress towards established outcomes;
- Research new opportunities for funding across CDM’s program areas;
- Develop funder engagement strategies and maintain close communication with program officers;
- Represent CDM in relevant spaces and meetings with current and potential funders;
- Perform monitoring and evaluation of programs and initiatives;
- Develop strategies to incorporate evaluation and learning into CDM’s programs and projects.

Knowledge and Skills Required:

- Full professional fluency in spoken and written Spanish and English;
- Excellent written English communication skills, preferably evidenced by prior experience writing successful grant proposals for non-profit organizations;
- Demonstrated understanding of foundation and government funding opportunities;
- Demonstrated ability to work collaboratively with a variety of internal and external partners;
- Demonstrated ability to plan and prioritize effectively;
- Demonstrated commitment to social, racial and economic justice and understanding of the challenges facing migrant workers, immigrants and low-wage workers.

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 range starting at $85,000 for a Baltimore-based candidate with benefits, including generous vacation, health, dental and vision insurance, 401k, paid parental leave, etc.

HOW TO APPLY
Interested candidates should submit a cover letter, resume, writing sample, and a list of three references, including their contact information, to info@cdmigrante.org with the subject line DIRECTOR OF IMPACT AND LEARNING APPLICATION. No phone calls please.