



Advocacy Director

Centro de los Derechos del Migrante, Inc. (CDM) seeks an Advocacy Director to join its dynamic, binational team of migrant workers' rights advocates. This is a unique opportunity to assume a key leadership role working alongside migrant workers in their fight for justice. The Advocacy Director will develop and implement CDM's advocacy strategy for fair and just recruitment and labor conditions for migrant workers throughout the United States.

About CDM:

Centro de los Derechos del Migrante, Inc. (CDM) partners with migrant workers in Mexico and the United States to build worker power, advance fair labor migration policies, and remove borders as barriers to justice. With a binational, multilingual staff and an expansive geographic reach, CDM envisions a world where migrant workers' rights are respected, and laws and policies reflect their voices and experiences.

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 is available on our website: www.cdmigrante.org.

Position Summary:

Working under the supervision of CDM's Executive Director, the Advocacy Director will shape a bold vision for the future of work and international labor migration, overseeing CDM's policy priorities and leading its litigation efforts to advance the rights of migrant workers. The Advocacy Director will serve as a key member of CDM's leadership team. Preference will be given to candidates who live in the greater Washington, D.C. or Baltimore, MD areas, although we will consider applicants who live in other parts of the U.S. and Mexico and are willing to regularly travel to D.C.

Key responsibilities include:

- Lead CDM's Advocacy team in developing and implementing a strategic plan to accomplish the organization's goals;
- Oversee the strategy and implementation of CDM's strategic litigation, policy advocacy, and legal services efforts;
- Lead and support impact litigation and strategic administrative advocacy as part of a team, including developing staff's litigation skills through co-counseling, training, and supervision and ensuring effective advocacy by other members of the team;
- Investigate and develop factual legal claims, prepare pleadings and motions, conduct discovery, present oral arguments, and represent clients in trials and hearings;
- Attend court appearances, mediations, and settlement conferences;

- Identify strategic opportunities for CDM's engagement in advocacy efforts;
- Contribute to analyses of proposed legislation and regulations, including writing comments on proposed regulations, letters to legislators and agency officials, and model legislation, policies, and regulations;
- As needed, testify before administrative agencies and legislators, and serve as a spokesperson on policy with media and government, and in key coalitions;
- Build and maintain key strategic partnerships and relationships, including with coalition allies, congressional and executive offices, and CDM's supporters;
- Work in close partnership with other CDM staff to advance cross-departmental and overall organizational goals; and
- Supervise staff and interns on an ongoing basis and on discrete projects.

Required Qualifications:

- Demonstrated commitment to social, racial and economic justice and understanding of the challenges facing migrant workers, immigrants and low-wage workers;
- Full professional proficiency in spoken and written English and Spanish;
- Outstanding writing, communication and organizational skills;
- Ability and desire to use multiple forms of advocacy in the fight for migrant worker justice;
- Demonstrated litigation experience, particularly in employment, civil rights or other complex matters;
- Demonstrated ability to co-counsel and mentor junior attorneys in strategic litigation;
- J.D. and active bar membership in a U.S. state or territory;
- Strong interpersonal skills and a demonstrated ability to work collaboratively with a variety of internal and external partners; and
- Willingness to travel several times per year.

Desired Qualifications:

- Supervisory experience;
- Demonstrated policy advocacy experience. Examples may include:
 - Leading coalitions on policy campaigns;
 - Developing policy goals around an issue or legislative proposal;
 - Lobbying at the state or federal level;
 - Writing policy proposals;
 - Analyzing legislation, regulations, and/or complex policy proposals;

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 \$100,000 for Baltimore/D.C.-based candidates with benefits including generous vacation, health, dental, and vision insurance, 401(k), paid parental leave, etc.

How to Apply:

Interested applicants should send a cover letter, resume, brief writing sample and a list of three professional references, including their contact information, to info@cdmigrante.org with the subject line ADVOCACY DIRECTOR APPLICATION. No phone calls, please. Applications will be reviewed on a rolling basis until the position is filled.