



Position Announcement: **Executive Director**



Mission / Organization

Causa works to improve the lives of Latino immigrants and their families in Oregon through advocacy, coalition building, leadership development, and civic engagement. Latino immigrants and their families are the heart of Causa and inspire, implement, and champion our work.

Causa was founded in 1995 by farmworkers, Latinos, immigrants, and allies in order to defeat ballot measures that would have negatively impacted the lives of Latino families in Oregon. The founding of Causa established a designated organization that was in charge of working towards legislation that would improve the lives of the immigrant community.

Causa envisions a world where all people have the opportunities and resources needed to thrive. We envision a community that welcomes and values the contributions, strengths, and assets of Latino immigrants and their families.

Causa has a budget of \$775,000 and 12 staff members (11.5 FTE).

Accomplishments

For almost 25 years, Causa has been working to defeat anti-immigrant attacks in the legislature and at the ballot. We have defeated dozens of anti-immigrant bills and ballot measures including attempts to pass E-verify, restricted bilingual education, and regressive voter restriction laws. One of our most recent successes was the defeat of the repeal of our 31+-year-old sanctuary law. We have been at the front lines fighting against attacks on our immigrant communities while simultaneously advocating for pro-immigrant policies like immigration reform, DACA, tuition equity, cover-all-kids health insurance, increasing the minimum wage, and driver's licenses for all.

Causa works in collaboration with other non-profit organizations to further support Oregonians. Coalition building further promotes Causa's mission and creates a network of support for the issues that impact immigrant rights. In our founding, we prioritized coalition building and have continued to do that throughout the years. Currently, we manage the One Oregon Coalition and the Oregon Ready Coalition.

For over a decade, Causa has organized our May Day march and rally for International Worker's Day on May 1st. The event is the largest annual demonstration by any grassroots organization in Oregon. In 2006, the first rally took place around the country on this day in order to place immigrant rights at the forefront of the nation's attention. Our civic engagement and advocacy efforts help us develop strong community leaders who want to enact change in their communities. We work on increasing civic participation in the Latino community through issue-based education, direct action, and voter engagement.

This past June, Causa passed the Equal Access to the Roads Act, which allows undocumented immigrants to access a standard Oregon Driver's License. The fight for driver's licenses began in 2008 after state legislation made it impossible for undocumented immigrants to obtain a driver's license. Since then, there have been multiple attempts to reinstate driver's licenses, each time garnering more and more support. This year we had HB 2015, our most recent attempt at this legislation and had record-breaking community support. For over ten years, Causa has worked with community members, legislators, and coalition partners to pass legislation that would allow all Oregonians to access driver's licenses, regardless of documentation status, and we have finally achieved it.

The Opportunity

As executive director of Causa, you will work with a team of passionate and hard-working organizers to build on Causa's impressive track record and create our next chapter. We are currently celebrating a huge victory that took 10 years of work, and now we are turning our attention to the next big campaigns, which you'll help us shape. You will serve as our lead champion and spokesperson while also cultivating the leadership and professional development of staff, board members, and community members. Your exceptional collaboration skills will support our awesome staff, board, and partners, and your advocacy and fundraising abilities will ensure our organizational health and sustainability while advancing us toward strategic goals. You'll directly supervise seven staff members to start and help us consider how we might restructure our staffing. We'll look forward to working with you to create an updated logo and identity and move to a larger office. We will appreciate your ability to keep equity at the center of our work, your approachability, thoughtfulness, courage, and sense of humor.

More Information

Website and Full Job Description: www.causaoregon.org

Requirements

Education and Experience Required:

- BA or BS in Public Policy, Social Services, International Studies, Nonprofit Management, Communications, or related field or equivalent experience.
- Minimum of two years of relevant, paid experience in a leadership position at a nonprofit organization.
- Lived experience with inequity.
- Connection to immigrant communities.

Core Competencies Required: The ability to...

- Speak publicly to large and small audiences, including elected officials, in a compelling way.
- Promote an intersectional social justice framework.
- Articulate how systemic inequities impact immigrants.
- Demonstrate authentic humility and deep empathy for others; ask and listen to others; "see" others, especially the ones that are vulnerable and/or different.
- Establish deep trust among staff, board members, and partners.
- Create an equitable and inclusive environment where all people feel welcome.
- Create partnerships and collaborations – internally and externally.
- Play a leadership role in building grassroots coalitions and collaboratively promoting policy changes through coalitions and community building.
- Involve people meaningfully and efficiently in planning and decision making processes.
- Think creatively and serve as a thought leader.
- Identify people's strengths and create new opportunities for them to learn and contribute.
- Serve as an effective supervisor and mentor.
- Lead teams of people through change in a positive, forward-looking way.
- Solve problems in a constructive, opportunistic way.
- Facilitate difficult conversations that result in improved situations.
- Understand the nuances of nonprofit management; lead organizational development.
- Understand nonprofit accounting; analyze financial statements.
- Ask people to donate money, goods, and time.
- Embrace technology.
- Manage crisis with urgency and poise.

Additional Knowledge and Abilities Required:

- Exceptional verbal and written communication skills in both English and Spanish.
- Excellent time management and organizational skills.
- Ability to lead strategic planning and implementation.
- Ability to work effectively in a multi-cultural, diverse environment. Ability to communicate effectively with a broad range of individuals and groups.
- Fiscal management, including experience in developing and managing budgets in excess of \$200,000.
- General understanding of employment laws, rules, and regulations.
- Ability to coach, counsel, supervise, and evaluate job performance of assigned staff in a timely manner.
- Ability to maintain professional boundaries and confidentiality.
- Ability to work in both Portland and Salem and to travel throughout the state approximately 4 times per year. During legislative session (January-July on odd years, only February in even years): Salem 2-4 times/week. When not in session: Salem 1-2 days/week.
- Ability to travel out of state approximately 2 times per year.

Salary and Benefits

Salary

- \$70,000 - \$75,000, depending on experience

Benefits Information:

- Full medical and dental coverage (Kaiser Permanente)
- Employer contribution to Juan de La Cruz Pension Plan
- Personal Time Off (accrual basis): 12 days the first year and up to 30 days the fifth year
- Paid Sick Time (accrual basis): 8 hours/month

How to Submit an Application

- Send a cover letter and chronological resume to our search consultant, **Kathy Kniep**, at kathy@kathykniep.com, by Monday, **August 5th**. In your cover letter, please answer these questions, supplying a one-paragraph answer to each:
 - - **Please tell us about an organizing or social justice victory you helped bring about. What was your role, and why were you successful?**
 - **What draws you to the immigrant rights movement?**
- An email acknowledgement will be sent to all applicants within two business days. If you do not receive an acknowledgment within that timeframe, please contact Kathy Kniep: kathy@kathykniep.com / 503-309-3433.
- If you have questions about the position, you may contact Kathy Kniep.
- All inquiries will be handled confidentially.

Equal Opportunity Employer

The board and staff of Causa believe they can meet the organization's mission only with a diverse board and staff who actively cultivate a culture of equity, inclusion, and belonging.

**If you are interested to apply but do not meet all of the qualifications listed above:
As long as you are committed to the organization's mission and would be willing to take
on the job duties listed, we encourage you to apply.**

