



# COALITION OF IMMOKALEE WORKERS

## **JOB ANNOUNCEMENT: CAMPAIGN COORDINATORS**

The Coalition of Immokalee Workers (CIW) seeks four (4) organizers to coordinate the national Campaign for Fair Food, as well as provide support and technical assistance to the farmworker community of Immokalee, Florida. Ideal candidates are highly responsible, work well in teams as part of a fast-paced environment, and possess excellent written and verbal communication skills. These positions will be based in Immokalee, and require regular national travel.

The CIW is an award-winning worker-led human rights organization based in Immokalee, Florida, internationally recognized for its impact in combatting long-standing human rights abuses in the agriculture industry from wage theft and dangerous working conditions to sexual assault and forced labor. As the creator of the Presidential Medal-winning Fair Food Program, the CIW's groundbreaking work has not only led the charge for eradicating egregious human rights violations in agriculture, it has created a proven path for real prevention.

CIW is a unique organization with a non-hierarchical structure. Please read the following application overview carefully. If you are considering applying, we encourage you to contact us at [workers@ciw-online.org](mailto:workers@ciw-online.org) to further discuss the position and request an application.

### **RESPONSIBILITIES**

CIW staff members work together as a collective, following the lead of the farmworker community and striving to support and implement farmworkers' vision for a respectful and safe work environment. As such, we welcome applicants with a diversity of skills – from educating and mobilizing different constituencies and communications and fundraising, to photography and web and design skills. We will seek to integrate new staff members into the team in such a way that suits both the needs of the Campaign for Fair Food and their individual skills. Campaign coordinators collaborate on the following broad areas of work:

#### **Regional & National Mobilizing**

- Formulate strategies and tactics, and contribute to the vision and direction of the national Campaign for Fair Food
- Build and maintain strong relationships with a broad network of organizations and individuals who seek to work in partnership with farmworkers in the Campaign for Fair Food, including people of faith and religious institutions, food justice

advocates, worker and community groups, students and young people and/or human rights organizations

- Organize regionally and nationally to plan major mobilizations, tours and events (often involves travel)
- Develop new Fair Food Groups in priority cities and provide ongoing assistance with goals and objectives, meeting facilitation and local campaign strategies and initiatives
- Organize and coordinate calls, video conferences, and meetings with organizations and individuals
- Plan logistical elements and coordination of events and direct actions

### **Constituency-Specific Organizing & Leadership Development**

- Develop and execute strategies for the specific engagement of faith communities and students/youth in the Campaign for Fair Food
- Coordinate a youth leadership development program, including campaign strategy gatherings, skill-building trainings, and regular communication with the national Student/Farmworker Alliance Organizing Committee
- Coordinate the national Faith Working Group, a committee of national faith leaders who advise and carry out strategies to support campaign work
- Build and maintain strong relationships with religious institutions, networks, regional bodies, local congregations and individual leaders
- Develop new Student/Farmworker Alliance chapters in universities and high schools across the country and provide ongoing assistance with goals and objectives, meeting facilitation and campus-based strategies and initiatives
- Advise, develop and disseminate resources and guides for specific constituencies, including people of faith, students, academics, investors, etc.
- Plan and execute leadership conferences and events (both in-person and virtual)
- Support delegation of projects and overall coordination of the CIW Internship Program

## **Education & Outreach**

- Co-present and facilitate workshops and presentations with CIW farmworker leaders during mobilizations, conferences, gatherings and speaking events
- Interpret between Spanish and English for presentations and support with written translation as needed
- Raise consciousness and engage ally base through targeted outreach, online actions, institutional endorsements, sign-on letters, etc.
- Support worker-led campaigns and maintain strong relationships of solidarity with domestic and international organizations through the Worker-driven Social Responsibility Network

## **Direct Support for the CIW & Farmworker Community**

- Assistance with interpretation, wage-theft cases, other needs that arise
- Assistance with rides, childcare for community meetings, troubleshooting technology and more

## **Fundraising**

- Work as part of a team to coordinate and augment financial support through the Fair Food Sustainer Program and execute successful bi-annual fundraising drives
- Direct and coordinate congregational and grassroots fundraising strategies and efforts to meet annual fundraising goals

## **Communications**

- Work closely with CIW's communication team to compose and frame public messaging for the Campaign for Fair Food
- Create visual and written content for CIW's web blog, social media accounts and email campaigns
- Coordinate with national and local reporters to build media presence for campaign actions, events and accomplishments

## **COMPENSATION AND BENEFITS**

- \$39,000, given the CIW's horizontal leadership structure all employees receive the same salary
- Comprehensive healthcare benefits for employees and their immediate family members
- Phone bill and computer insurance paid by organization

## **QUALIFICATIONS**

### **Required:**

- Deep commitment to social and economic justice and to building solidarity with worker-led movements
- Two or more years of community organizing experience
- Bilingual in Spanish and English; proficiency in Haitian Creole a plus
- Excellent time management and planning skills
- Excellent written and verbal communication skills, including public speaking
- Ability to travel frequently and work long hours at times

### **Preferred:**

- Proficiency with Google Workspace applications and tools
- Proficiency or interest in photography and graphic design
- Experience living or working in low-income, immigrant, or multi-cultural communities

***A commitment of at least two years is required. Even if you do not have extensive experience in every area of work detailed above, if you have an interest in being part of this historic, farmworker-led movement to build a modern, humane food system, please apply!***

## **HOW TO APPLY**

1. If you are considering applying, please first request an application form by emailing us at [workers@ciw-online.org](mailto:workers@ciw-online.org) or calling 239-657-8311.
2. Submit the following materials to [workers@ciw-online.org](mailto:workers@ciw-online.org):
  - A completed application form (must request)
  - A cover letter in Spanish addressed to the Coalition of Immokalee Workers staff, explaining your interest in working with the CIW on the Campaign for Fair Food, any prior involvement with the Campaign, and what motivates you to work for justice
  - A resume
  - A writing sample; and if applicable, a digital portfolio or examples of past work
  - One letter of recommendation
  - Two references with descriptions of their relationship to you and their phone number and email (one reference can be the writer of the letter of recommendation)