



**Director of the Worker Center and Lead Organizer
for The Welcome Project**

530 Mystic Ave, Somerville, MA 02145

The Welcome Project seeks a dynamic, energetic lead organizer to join its team. This position will work with the staff and other leaders in a shared leadership model. It will have opportunities to build relationships throughout Somerville and the greater Boston region while organizing workers and the immigrant community to build their collective power and address long-standing systemic injustices.

About The Welcome Project

The Welcome Project builds the collective power of immigrants to participate and shape community decisions. This is done through programming that strengthens the learning capacity and leadership of youth, adults, and their families to actively influence their local community, especially schools and other organizations.

About the Somerville Worker Center

The Somerville Worker Center is a program of The Welcome Project to organize workers and promote their rights and safety in the City of Somerville. It is a collaboration with the Massachusetts Coalition for Occupational Safety and Health (MassCOSH) and The Brazilian Worker Centers (BWC).

Upon successfully building a base of worker leaders within the Worker Center, and engaging them in education and action, if funding allows, the Director of Worker and Community Organizing will hire an organizer to lead the on-the-ground efforts within the Worker Center. This person will be responsible for the supervision and expanding organizing efforts.

Qualifications:

- Minimum 2-4 years experience as a base building organizer, worker organizing experience preferred;
- Understanding of issues facing immigrants;
- Familiarity with developing, launching, and executing new campaigns;
- Demonstrated experience in member leadership development;
- Open to working across lines of racial, cultural, language, and class differences
- Excited to train, mentor, motivate, and support others in the work of mission-based relationship building
- Second language: written and verbal proficiency (ideally Spanish, Creole, and, or Brazilian Portuguese)
- An understanding of the local governing structures in the city of Somerville and the greater Boston Area
- Fundraising experience, through either written or verbal outreach to the constituency and other sources
- Existing labor, faith, or community relationships in the City of Somerville and the greater Boston area



Primary Responsibilities:

- Develop and lead a plan to identify and organize immigrant workers around their rights and identify opportunities to take action to advocate for their rights.
- Track worker leads and member engagement;
- Develop the skills of emerging worker leaders;
- Work with members to identify essential workplace wage, health, and safety issues;
- Prepare member leaders to speak with employers, the press, and elected officials;
- Lead members to take action to win owed wages and improve working conditions.
- Represent the Welcome Project on Somerville's Wage Theft Committee, playing a leadership role in ensuring that the committee effectively enacts the city's wage theft ordinance.
- Work with the Welcome Project director and staff to identify other priorities of concern to the Welcome Project's constituents to pave the way for organizing in other arenas.
- If funding allows, after serving in the position for a minimum of six months, work with the Executive Director to hire a Worker Center Organizer.
- Train and supervise the new organizer;
- Work with TWP staff across its programs to incorporate organizing into all programs and engage in organizing efforts based on priorities identified by TWP's constituents.

Salary and Benefits

Health insurance
Dental and Vision insurance
Paid time off and a flexible schedule
Professional development assistance
Tuition reimbursement
Employee discount

This position is full-time, 40 hours per week. Weekend hours should be expected 2-3 times per month.
Salary: \$60,000/year + benefits

To apply, please submit a resume and cover letter to:

Walter Mena - walter@welcomeproject.org
Suany Lima - suany@welcomeproject.org