



JOB TITLE: Community-Legal Organizer

Full-Time, Non-Exempt

COMPENSATION: The base salary begins at \$90,000 and will vary according to CCIJ's compensation policy

REPORTS TO: Executive Director

APPLICATIONS DUE: August 12th, 2026

START DATE: Flexible but no later than September 21, 2026

About CCIJ

The California Collaborative for Immigrant Justice (CCIJ) utilizes coordination, advocacy, and legal services to fight for the liberation of immigrants in detention in California. We seek to empower immigrants in and at risk of detention through technical assistance, education, and participatory defense strategies, while also advancing advocacy, policy, and litigation initiatives consistent with the goals of abolition and freedom for immigrants in detention. We are a statewide organization headquartered in Oakland, CA, and our 17 staff members are located throughout the state.

CCIJ is hiring a Community-Legal Organizer to support our dynamic team. The organizer will be responsible for leading our organizing work with people currently and formerly incarcerated in immigration detention.

ESSENTIAL JOB FUNCTIONS:

Community-Legal Organizing (90%)

- Co-create organizing strategies and campaigns with formerly or currently detained individuals;
- Build and maintain direct relationships with people currently and formerly detained;
- Support the growth of the leadership of formerly and currently detained individuals and their communities;
- Participate in local, state, or congressional advocacy on behalf of and with directly impacted communities;
- Collaborate with CCIJ Director of Communications to coordinate organizing and communications strategies and amplify the voices and asks of people inside;

- Collaborate with CCIJ attorneys on legal matters that intersect with organizing and campaign work;
- Collaborate with CCIJ internal programs and outside partners to build bridges between legal support, organizing, advocacy, and communications;
- Identify and build relationships with partner organizations to collaborate with on ongoing campaigns, efforts to support impacted people, and anti-detention-expansion organizing.

Administrative & Coordination (10%)

- Assist in tracking detention conditions and enforcement actions patterns
- Support the reporting of grant deliverables and data reports for CCIJ

REQUIREMENTS:

- At least 2 years of experience in organizing, community building, or related advocacy work (this can include immigrant rights, prison abolition, or other related movements)
- Ability to build rapport with people who are currently and/or formerly detained/incarcerated
- Detail-oriented, responsible, and organized, with the ability to track multiple ongoing campaigns and relationships;
- Commitment to CCIJ's mission and vision;
- Ability to prioritize and multitask across competing, high-stakes asks;
- Strong communication skills (verbal and written);
- Proficient in basic word processing and spreadsheet software ;
- Willingness to travel to immigrant detention centers in California, most often to the detention centers in Kern County.

PREFERRED QUALIFICATIONS:

- Understanding of the U.S. detention and deportation system, knowledge of immigration law is a plus;
- Experience with traditional and/or social media as a tool for organizing and to amplify messages from directly impacted communities;
- Fluent in Spanish (i.e. able to speak to community members in Spanish without an interpreter and able to translate written materials between English and Spanish);
- Experience (personal and/or professional) with populations CCIJ serves alongside, including people in detention, immigrant communities, and individuals who have been impacted by the criminal legal system; and
- Experience coordinating or delegating work across a team and/or partner organizations.

Please do not feel discouraged from applying even if you do not meet every qualification.

WORK ENVIRONMENT:

CCIJ's office is located in Oakland, CA. Remote work is possible, but candidates must reside in California. CCIJ hosts regular in-person events for the whole team throughout the year to collaborate on projects and to celebrate our collective wins.

COMPENSATION:

The salary begins at \$90,000. Actual salary will be set based on CCIJ's compensation policy, which is based on years of experience. Benefits include a 4-day work week, medical, dental, vision, Flex Spending/Dependent Care Accounts, 403(b) retirement plan, wellness stipend, and vacation leave (accrued at 3 weeks per year, plus PTO), plus holiday closures, which includes additional office closure around the December holidays.

TO APPLY:

Applications are due on 8/12/2026. Applicants are encouraged to apply as soon as possible and candidates will be considered on a rolling basis. Submit via email only a cover letter and resume. Include "CCIJ - Organizer" in the subject line of the email. Please email application materials directly to admin@ccijjustice.org. California Collaborative for Immigrant Justice is an Equal Opportunity Employer committed to inclusive hiring and dedicated to diversity in both its staff and work.