

Community Organizer

Location: Philadelphia, PA

Who we are: Free Migration Project (FMP) works at the intersection of law and community organizing to promote freedom of movement as a human right. FMP provides legal services to immigrants, engages in impact litigation, educates the public about the harms of deportation and closed borders, and collaborates in immigrant rights campaigns. Through our work, we pursue the abolition of immigrant detention and deportation itself. Our office is located in the Kensington neighborhood of Philadelphia, Pennsylvania.

Position Summary: FMP is hiring a Community Organizer to support local, state, and national immigrant rights campaigns. The Community Organizer will work with FMP staff to draft and implement campaigns; collaborate with impacted community members; engage in public education and training, outreach and ally building activities; and coordinate campaign calls and events. Some travel within the state is required; travel outside of the state is occasionally required. This is a full-time position of at least 40 hours per week.

FMP is committed to the recruitment and retention of staff that is reflective of the communities we work with. We strongly encourage applications from people of color, Indigenous people, immigrants, women, people with disabilities, members of the LGBTQIA+ community, and other underrepresented and historically marginalized groups.

Essential Functions:

- Support FMP's coalition campaign work (currently the End Medical Deportation Campaign, Shut Down Detention Campaign, and No Immigration Fines working group), including campaign coordination, strategy development, outreach, and evaluation.
- Identify community members impacted by our immigrant rights campaign issues, engage them in political education and community-building, and support and facilitate their involvement in coalition campaign work.
- Coordinate local and regional events, workshops, and other spaces for abolitionist education.
- Develop and maintain strong relationships with FMP's partner organizations and with other groups focused on racial justice, decarceration, immigrant justice, and criminal justice.
- Some travel within Pennsylvania to conduct outreach, meet with partners and community members, and support local campaign activities; as well as some travel outside of the state for convenings and conventions.

Skills and Qualifications:

Not all these qualities are required, but they help describe the candidates we are looking for.

- Demonstrated commitment to [FMP's values](#).
- At least three years' experience in community organizing, immigrant rights, or student organizing preferred.
- Experience with grassroots organizing campaigns.
- The ability to work effectively with diverse populations.
- Excellent verbal and written communication skills.

- Understanding of organizing context in Pennsylvania, in particular, knowledge of the landscape as it relates to immigrant rights.
- Strong organizational skills, attention to detail, and the ability to work independently and meet deadlines while balancing multiple projects.
- Familiarity with social justice issues, particularly related to migrant justice, racial justice, and the abolition of deportation.
- Ability to travel within Pennsylvania and/or outside the state.
- Fluent in English and Spanish, or another second language.
- Public speaking and facilitation skills.

Salary and benefits:

- \$73,500; Free Migration Project is structured as a non-hierarchical organization. This means that all employees earn the same pay and each employee plays an equally important role in the functioning of the organization. We also draw heavily from the worker co-operative principles of equity, democracy, autonomy, education, and cooperation. We do this to try to mirror our vision of a more just society.
- FMP offers health insurance (dental and vision included) to all full-time employees.
- Staff are eligible for 12 days of PTO in their first year of employment, increasing over time to 22 days after five years of employment. Free Migration Project observes a paid office holiday the last five (5) business days of each year, as well as 12 federal holidays throughout the year, and we are closed for the last Friday of every month.
- Employees are eligible for a five-week, paid sabbatical after the first five years on staff. Every five years after that, sabbatical leave is increased by one paid week with a cap at eight weeks. FMP also offers sick leave, bereavement leave, and paid parental leave.

To Apply:

Email fmp@freemigrate.org with your resume and a cover letter answering the following questions:

- What motivates you to work for Free Migration Project?
- How does your lived and/or work experience make you a good fit for this role?

FMP is an equal-opportunity employer. FMP does not engage in discrimination, directly or indirectly, against any person on the basis of age, race, color, national origin, ethnicity, religion, sex, gender, gender identification or expression, sexual orientation, domestic partner or marital status, familial status, pregnancy, physical or mental disability, socioeconomic status, height, weight, military status, public assistance status, returning citizen status or any other ground protected by law. These criteria will not be used in making decisions about hiring, employment terms and conditions, career progression, and termination.

Reasonable accommodation will be made so that qualified disabled applicants may participate in the application process. Please advise in writing of special needs at the time of application. While performing the responsibilities of the job, reasonable accommodations may be made to enable people with disabilities to perform the essential functions of the job.

****Applications will be reviewed on a rolling basis, with priority given to applications received by September 10, 2026.****