



Worker Justice Center *of New York*

Job Opportunity: **Worker Rights Advocate**

Mission: The Worker Justice Center of New York pursues justice for those denied human rights, with a focus on agricultural and other low-wage workers, through legal representation, community empowerment and advocacy for institutional change.

Opportunity: The organization is currently seeking to hire a full-time Worker Rights Advocate to join our Outreach & Education Team.

Job Title: Worker Rights Advocate

Supervisor: Director of Advocacy, Outreach & Education

Working Hours: 35 hours per week

Location: This position is based in our Kingston, NY, office. Remote and hybrid work arrangements are available to accommodate health and safety needs while COVID-19 remains a serious threat. Frequent and regular travel within New York State is an expected component of this job.

Compensation: Salary is determined by a union-negotiated compensation scale, which begins at \$35,000 per year (for someone with no experience) and increases based on the candidate's qualifications, education, and professional experience – including unpaid internships or volunteer work experience. This is a non-exempt position, paid on an hourly basis. WJCNY offers a generous comprehensive benefit package, including employer-paid family health and dental insurance, generous paid sick and vacation time, 14 paid holidays, 12 weeks of fully paid family leave, group life insurance, and a 401(k)-retirement plan.

Additional Benefits: Use of a company-owned vehicle is available for work-related travel, subject to scheduling and availability. Flexible scheduling is available to all WJCNY employees to accommodate community-facing work that may occur during evenings and occasional weekends.

Job Requirements:

- Conduct outreach to farmworkers and other communities of low-wage workers through a variety of direct and virtual outreach strategies and program initiatives. Although many of our in-person outreach activities have been suspended due to the

COVID-19 pandemic, regular visits (1-2 times weekly) to farm labor camps and other outreach locations are expected under normal circumstances. These outreach visits generally occur during evening hours and occasionally on weekends.

- Carry out community legal education workshops, trainings, and presentations pertaining to a broad array of labor rights issues including, but not limited to, the following topics: wage theft, discrimination, workplace health & safety, paid leave, and collective bargaining protections.
- Contribute to the development of linguistically and culturally competent educational materials geared toward farmworkers and other immigrant communities disproportionately impacted by workplace abuse and exploitation.
- Collaborate with legal staff to identify potential legal violations and assist workers in filing complaints with the appropriate state and federal administrative agencies. If necessary, assist with client communication pertaining to litigation matters.
- Maintain regular communication with program participants, clients, and worker leaders to cultivate lasting relationships and long-term engagement with the organization.
- Support worker leadership development and engagement with legislative and policy initiatives.
- Develop and maintain collaborations with other non-profits, community-based organizations, and government agencies where appropriate to achieve program goals.
- Maintain knowledge of current events, policy changes, and legal developments impacting farmworkers, low-wage workers, and immigrant communities.
- Keep regular, detailed reports as required by supervisor and funders.
- Support organizational fundraising activities through participation in meetings with funders, grassroots fundraising campaigns, development of promotional materials, and phone banking to our individual donor base.

Qualifications:

- Advanced written and verbal fluency in English and Spanish **required**
- Direct experience with low-wage workers and/or immigrant communities (personal, lived experience included)
- A demonstrated commitment to workers' rights, immigrant rights, or other relevant social justice issues
- Experience with group facilitation and public speaking
- Familiarity with popular education theory and methodologies strongly preferred
- Excellent communication and interpersonal skills, including active listening and conflict management skills
- Strong organizational and time-management skills
- Comfort with commonly used social media platforms, including Facebook and WhatsApp
- Proficiency in Microsoft Office and Google-based applications

- The ability to quickly learn the programs and applications used in our day-to-day work, including case management and customer relationship management software, as well as basic graphic design software (Legal Server, NationBuilder, Canva, etc.)
- Associate's Degree or equivalent combination of education and professional experience
- A valid driver's license

To apply: please submit a cover letter and resume via email to jobs@wjcny.org. Please include "Worker Rights Advocate" in the subject line of your email.

WJCNY is an equal opportunity employer and encourages all applicants regardless of race, sex, disability, religion, national origin, sexual orientation, or gender identity. WJCNY is an affirmative action employer and encourages applicants from women, people of color, persons with disabilities and LGBTQIA individuals.