



President & CEO

Boston, Massachusetts

One in six Massachusetts residents, and one in five workers, is foreign-born. Immigrants and refugees come to this country with a wide range of skills and ambitions, and as they make America their home, they enrich our economy and strengthen our democracy. Massachusetts Immigrant & Refugee Advocacy Coalition (MIRA) works to protect and support the most vulnerable, especially those at risk of deportation, but also strives to expand opportunities for all foreign-born people and their children so that they can make the most of their talent and labor.

MIRA was founded in 1987 in response to the Immigration Reform and Control Act of 1986, which allowed 3–5 million undocumented immigrants to become permanent residents. The goal was to not only advocate for the rights and integration of those immigrants, but also build a diverse, member-driven coalition to advance the interests of *all* foreign-born people.

Today, as MIRA faces an executive leadership transition and the consequences of one of the most hostile environments for immigrants in our history, the organization is committed to serving as a strong, unifying force, connecting immigrants and refugees, service providers and a wide array of allies to fight together for a just and inclusive society.

MIRA is nationally known and called upon as a subject expert and leader in the field of refugee resettlement and immigrant services. MIRA is seeking its next President & CEO at a pivotal yet highly motivating time in its history. The current environment provides a critical opportunity to speak out on behalf of refugees and members of the coalition and to serve as a voice for immigrants and refugee groups at the regional and national levels. The next President & CEO will take on the challenge of how to best sustain and increase the resilience of MIRA through an examination of its program and service mix as well as through increased philanthropic dollars.

MIRA seeks an inspiring and strategic leader who is passionate about creating opportunities for immigrants and refugees to thrive. The next President & CEO will bring a unifying identity to the organization and will be informed by lived personal and professional experiences that reflect the communities MIRA serves. A highly effective communicator, masterful storyteller and bridge builder, the candidate will position MIRA as a connector, convener and mobilizer for immigrant organizations and their members.

This person will be a/an:

- **Values-driven Executive Leader** with an inspiring strategic vision while attending to day-to-day operations, services and activities. The candidate will lead a committed staff with a shared vision and sense of purpose, working closely with them to foster cohesiveness with an understanding of how best to delegate.
- **Innovator and Opportunity Generator** with the drive to collaboratively set and achieve strategic growth for the organization. The President & CEO must be a creative and confident risk-taker, with the ability to identify opportunities to innovate and expand MIRA's impact.
- **Strategic Fundraiser** with experience activating government, corporate, individual and foundation support. The President & CEO will cultivate relationships to achieve MIRA's mission, reflecting present needs and widening the circle for future opportunities.
- **Collaborator, Connector and Partner** who understands the challenges and opportunities of community partnerships that include members, other community-based organizations and leaders. The President & CEO will bring strong listening skills and an approachable and transparent style in order to engender trust in community relationships.
- **Passionate and Persuasive Advocate and Communicator** with a track record of policy and advocacy efforts aligned with MIRA's mission. Politically savvy and an astute navigator in the legislative and policy arena, the next President & CEO must build upon the organization's reputation as a leader in advocacy and legislative efforts at the local, state and federal levels that result in policy change.
- **Team Builder and Ally** with a commitment to developing and sustaining high performing collaborative teams. The President & CEO will be an empathetic relationship builder and will guide the MIRA team to shared success.

Candidates with diverse backgrounds and lived personal and professional experiences that reflect the work of MIRA and its member organizations and communities are strongly encouraged to apply. Demonstrated experience in legal/policy/advocacy work that has included promoting and protecting immigrant and refugee rights/nonprofit leadership preferred. Candidates for this position will have a bachelor's degree from a four-year college or university. Bilingual or multilingual is a preferred skill for the position.

MIRA is an equal opportunity employer and is committed to a community where everyone has the opportunity to thrive. MIRA actively welcomes candidates from a wide range of lived and learned experiences to lead this dynamic organization.

To confidentially apply, please submit a current resume and letter of introduction to Susan Barry at Kittleman & Associates at <https://bit.ly/3mumFGv> (click on the Apply button at the bottom of the page).