California State Director

Start Date:

Location: California

Salary Range: $80,000 - $105,000

FLSA Status: Exempt

Employment Status: Full-Time

Reports to: National Field Director

ABOUT ABIC

The American Business Immigration Coalition (ABIC) promotes common sense immigration reform that advances economic competitiveness, provides companies with the talent they need, and allows the integration of immigrants into our economy as consumers, workers, entrepreneurs, and citizens.

ABIC members include CEOs, retired CEOs, business associations, small business owners as well as hospitals and universities. ABIC works in partnership with diverse immigrant advocates to support pro-immigrant legislation at the state and federal levels.

For more information, visit https://abic.us.

POSITION SUMMARY

ABIC is seeking a **California State Director** to build business support for immigration reform locally and nationally, with a primary focus on California. Candidate must be based and reside in California.

The State Director will report to the National Field Director. The State Director will develop and execute strategies to engage CEOs, trade associations, chambers of commerce, and small business leaders, as well as immigrant organizations, to advance bipartisan support for common-sense immigration solutions.

This role requires strategic analysis, high-level relationship development, coalition building, and strong political judgment. The California State Director serves as a public-facing leader and plays a critical role in advancing ABIC's campaigns to protect immigrants and expand economic opportunity.

Successful Directors manage expectations and meet deadlines, organize and present timely data and information, maintain confidentiality, demonstrate honesty and trustworthiness, and make a solid positive impact.

Effective Directors are self-motivated, responsible, agile team players who can work independently while collaborating closely with national staff and other state teams.

RESPONSIBILITIES

Strategic Leadership & Planning

- Develop and implement state and/or sector specific strategies aligned with federal campaign priorities, prioritizing STATE-specific strategies.
- Analyze the political and economic conditions affecting industries reliant on immigrant workforces.
- Map key business, political, and coalition stakeholders and prioritize engagement.
- Develop a distinct and unique center-right issue campaign approach tailored to California.
- Adapt strategies as new developments arise

Relationship Building & Coalition Development

- Serve as a public-facing leader for ABIC's work in California.
- Build and manage relationships with CEOs, business leaders, trade organizations, chambers of commerce, and small business owners.
- Recruit business leaders to publicly support immigration reform efforts.
- Facilitate coalition calls, meetings, op-eds, public letters, and press events.

Government & Policy Engagement

- Develop relationships with federal, state and local lawmakers and their staff, across the state.
- Educate policymakers on business perspectives related to immigration reform.
- Ensure key business leaders are being engaged in policy and with policy makers to advance state or federal campaigns.

Fundraising & External Relations

- Collaborate with the Director of Philanthropy to engage donors, corporate partners, and coalition supporters.
- Support fundraising efforts and donor engagement in California.
- Work with the communications team to develop media strategies and manage press engagement.

Organizational Leadership

- Assist in the management of in-state consultants and ABIC staff.
- Collaborate with other state directors and national staff on strategy, tactics, and best practices.
- Ensure strong data management, tracking of coalition engagement, and internal coordination.

QUALIFICATIONS

- Deep commitment to advocating for a path to citizenship and comfort advocating for undocumented immigrants.
- Experience working with a broad diversity of stakeholders, including CEOs, business leaders, and directly impacted individuals.
- 5–7 years of experience in political, advocacy, organizing, or fundraising roles.
- Experience building coalitions and executing issue campaigns.
- Experience engaging or educating government officials.
- Strong strategic thinking and political analysis skills.
- Exceptional interpersonal, written, and verbal communication skills.
- Competency in Microsoft Word, Excel, and Google Suite.
- Experience with EveryAction or similar CRM systems.
- Experience using data systems to manage member relationships and engagement.
- Familiarity with Asana or similar project management tools preferred.
- Spanish language proficiency is preferred but not required.

ABIC is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for employees. We do not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, age, status as a protected veteran, or other legally protected characteristics.

Compensation: We offer a competitive compensation package. Please note all salaries are commensurate with experience. *Compensation may be adjusted based on geographic location, including cost-of-living differentials for employees residing in higher-cost areas.*

ABIC also provides an attractive benefits package including health insurance, retirement plan, unlimited paid time off, and standard holidays.

How to Apply: Please email your resume and cover letter to **info@americanbic.biz** and include **"California State Director"** in the subject line.

The position will remain open until filled.