



ACLS Leading Edge Fellowship 2025

Position Title	Narrative Development Specialist
Organization	Americans for Immigrant Justice
Location	Miami, FL
Stipend	\$72,000 in the first year, \$74,000 in the second year
Benefits	Access to employer health insurance. Professional development funds and relocation funds provided by ACLS.
Start Date	September 2025

ORGANIZATION DESCRIPTION

[Americans for Immigrant Justice](#) (AI Justice) is a leading nonprofit organization dedicated to promoting and protecting immigrants' rights in the United States. With a mission rooted in justice, equality, and dignity, we work to advocate for comprehensive immigration reform, provide direct legal services, and support immigrant communities. Direct legal services are a cornerstone of our work. Our agency offers free, competent, and compassionate legal representation to immigrants so they do not have to navigate our complex immigration system alone and can have a fair chance at securing legal status. We also focus on education and outreach to empower the immigrant community. We engage in impact litigation and advocacy to address systemic issues and effect broader change. We serve low-income, marginalized immigrants from all over the world who are escaping conflict, persecution, poverty, and displacement. AI Justice is the only legal service provider in South Florida that solely serves indigent immigrant families and never charges clients for any services.

POSITION DESCRIPTION

The Narrative Development Specialist will work on developing a clear, cohesive, consistent messaging that amplifies our mission, successes, and impact helping to further our advocacy efforts and increase visibility among key audiences including funders, community partners, stakeholders, and the media. The Specialist will be in charge of creating data-driven narratives and storytelling for the organization by developing messaging that is engaging, clear, and uses empathetic language to frame complex legal issues, as well as accessible and understandable human experiences in ways that resonate with a broad audience, including donors, policymakers, and the general public. Drawing on their humanities research experience, the Specialist will conduct profound, contextualized studies on current immigration issues, policies, and their socio-cultural impacts; engage with board members and leadership staff to analyze our organizational goals and strategic plan; and conduct interviews and research to collect real stories from immigrants, clients, and advocates. Using these evidence-based narratives, the Specialist will create a communications manual that will humanize the organization's work, making it more relatable and emotionally impactful.

The work of the Specialist will offer unique and valuable contributions to the organization by leveraging the fellow's skills in research, critical analysis, and narrative interpretation. They will conduct deep, contextualized studies on immigration issues, policies, and their socio-cultural impacts to frame the organizational messaging as well as share compelling stories that humanize and highlight the experiences of our immigrant clients. The position will be part of the Development & Communication's Department and will be directly supervised by Claudia Giardinella, Associate Director. The Specialist will be supported and empowered to navigate and collaborate effectively across our established departments engaging with the leadership team and other key staff members. There will also be opportunities to engage with advocates, legal experts, and policymakers, and other stakeholders. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

This position is *only* available through the Leading Edge Fellowship program.
You may *not* contact the host institution to inquire about this position.

Responsibilities and tasks:

- Gather and analyze data on current immigration trends, policies, and socio-political impacts, as well as data specific to AI Justice's work and programs and create consistent, clear messaging guidelines.
- Define and standardize AI Justice's voice and tone to ensure cohesion across communications materials.
- Create comprehensive communications manual, work with the Executive Director and the communications team to create messaging guidelines, ensuring alignment with organizational values and goals with accessible language for diverse audiences
- Compile stories from clients and immigrants, develop criteria and process to select clients and community members whose stories reflect a range of immigration experiences and conduct interviews with clients and immigrants (in-person and virtual) to tell our clients' immigration experiences and highlight the impact of our work on their lives.
- Help develop guidelines for streamlined and consistent engagement on communications platforms
 - Review and provide feedback to AI Justice's best practices communication's guide.
 - Provide recommendations on training sessions for staff on using the communications manual and implementing the engagement guidelines.
 - Identify important engagement metrics for the organization and establish a structure to review all platforms and track data to ensure the communication strategy remains effective and aligned with goals.

Qualifications:

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Exceptional written and verbal communication skills to address legal, social, and cultural topics. The candidate should have the skills to develop messaging to communicate with diverse audiences including donors, policymakers, and the general public.
- Strong organizational and project management skills to handle multiple projects, prioritize effectively, and meet deadlines.
- Qualitative research expertise to conduct in-depth research, interviews, case studies, and contextual analysis of immigration issues, policies, and socio-cultural impacts.
- Skilled in human-centered storytelling to create engaging narratives that translate research findings into compelling stories that reflect the lived experiences of immigrants and clients.
- Quantitative literacy to interpret basic Excel data and identify patterns and insights. Statistical literacy and analysis relevant to storytelling, with additional training available if needed.
- Alignment with pro-immigrant organizational values and commitment to advocacy, equity, and social justice.

Preferred:

- Background or interest in immigration law or studies.
- Familiarity with communications principles and practices, such as audience segmentation, message tailoring, and platform-specific content creation to amplify the organization's narratives and maximize their reach.

APPLICATIONS

- Information on the Leading Edge Fellowship Program: <https://www.acls.org/Competitions-and-Deadlines/Leading-Edge-Fellowships>
- All applications must be submitted through the ACLS Online Fellowship Application System (ofa.acls.org)
- Application deadline: 9 PM EDT, March 12, 2025.

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