



AMERICAN CIVIL
LIBERTIES UNION OF
WASHINGTON
901 5TH AVENUE, SUITE 630
SEATTLE, WA 98164
T/206.624.2184
WWW.ACLU-WA.ORG

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Position Available
POLICE PRACTICES AND IMMIGRANT RIGHTS COUNSEL
(Full-time)

The ACLU of Washington invites applications for a Police Practices and Immigrant Rights Counsel. This two-year position will help reduce police use of violence, advance bias-free policing, and improve immigrant safety in the wake of the 2016 election. The position will focus on extending police practices reforms, such as those gained in Seattle, to other WA jurisdictions and promoting policies to protect immigrants who interact with local police and other government agencies. We are seeking a politically savvy attorney who is energetic, strategic, persistent and collaborative in choosing tactics and pursuing change. The position will report to the Deputy Director and will work collaboratively with the entire office.

OVERVIEW

For nearly 100 years, the ACLU has worked in courts, legislatures, and communities to advance liberty, justice and equality for all. The ACLU is willing to take on tough cases and causes to defend all people from government abuse and overreach. The ACLU stands for the principle that every individual's rights must be protected equally under the law, regardless of race, religion, gender, sexual orientation, age, disability or national origin.

The ACLU-WA is one of the ten largest affiliates of the ACLU with more than 50,000 members and activists. It has a reputation for its impact litigation, robust integrated advocacy, and effective communications to advance freedom, fairness, equality, and justice. Its staff of thirty-plus employees and numerous interns and volunteers work in a fast-paced, friendly, and professional office. We work closely and collaboratively with the nationwide network of ACLU offices and with community groups and leaders throughout the state. Work at the ACLU involves close teamwork, strong attention to detail, excellent communications skills, and a passion for our mission.

RESPONSIBILITIES

The Police Practices and Immigrant Rights Counsel will be responsible for extending to other jurisdictions the police practices reforms gained in Seattle and promoting policies to protect immigrants who interact with local police and other government agencies. The work will involve policy advocacy, community outreach, media relations, and litigation.

Police reform

- Develop an understanding of Seattle's police reform process and engage with the City of Seattle and its Community Police Commission to support continued meaningful reforms.

- Develop and execute plans - including policy advocacy, organizing strategies, communications, and litigation - to extend the police practices reforms gained in Seattle to selected WA jurisdictions.
- Develop collaborative relationships with local and state-wide organizations to advance these efforts.

Immigrant safety

- Work closely with immigrant rights groups, faith groups, policy makers and others to develop and to promote policies to protect immigrants who interact with local police and other government agencies.
- Work with attorneys at ACLU-WA and ACLU National, and with other allies in WA to design legal theories to protect immigrants from federal backlash.
- Develop and litigate cases with cooperating attorneys as appropriate and needed.

Other

- Work closely and collaboratively with ACLU-WA and national ACLU staff, volunteer lawyers, other professionals, and interns to assist in projects.
- Provide the media with information, sources, and story ideas to advance understanding of the value of police reform and immigrant safety.
- Travel within the state and work occasionally on nights and weekends.
- Help maintain a positive, respectful, welcoming, and professional work environment for employees and volunteers. Assist in other activities as assigned.

QUALIFICATIONS

We encourage candidates with varying degrees of experience to apply, including those in senior positions with demonstrated expertise in police practices and/or immigrant rights. Applicants must have at least three years of experience; those with fewer than five years of experience must have demonstrated success in litigation, public policy advocacy, police practices and/or immigrant rights work.

- Demonstrated ability to plan and implement effective strategies, based on realistic objectives, maintain momentum, and evaluate progress.
- Experience working with immigrant communities, communities of color, or other disenfranchised communities preferred.
- Excellent organization and time management skills to manage one's own work as well as others, and to assure completion of assignments and projects.
- A track record of successful leadership that includes strong communication, collaboration, and relationship-building. Ability and flexibility to work in both service and leadership roles with many diverse players and constituencies.
- Excellent analytical, writing, and speaking skills. An ability to convey difficult civil liberties issues to the general public and to communicate effectively with supporters, opponents, staff, volunteers, and the general public.

- A strong commitment to civil liberties and civil rights. A commitment to diversity; a personal approach that values the individual and respects differences of race, ethnicity, age, gender, sexual orientation, religion, ability and socio-economic circumstance.
- A willingness and ability to work beyond the normal work day, including evening and weekend meetings and events.
- Licensed to practice law in Washington or ability to quickly become licensed is required.

This job description provides a general but not comprehensive list of the essential responsibilities and qualifications required. It does not represent a contract of employment. The ACLU reserves the right to change the description and/or posting at any time without advance notice. This position is “exempt” under the Fair Labor Standards Act.

COMPENSATION AND BENEFITS

Salary will depend upon experience and qualifications within the ACLU of Washington pay scale. Excellent benefits package includes three weeks paid vacation to start, medical and dental insurance, 401(k) matching plan, long-term disability insurance, bus pass, and ten paid holidays.

APPLICATION PROCEDURE

To apply, email a letter of application, resume and short writing sample to Jobs@aclu-wa.org and include in the subject line of the email: your **last name** and **Police & Immigration** in the subject line. In your letter, please indicate where you learned of the posting. Applications will be accepted until the position is filled.

The ACLU is an equal opportunity employer. We value a diverse workforce and an inclusive culture. The ACLU encourages applications from all qualified individuals without regard to race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, marital status, citizenship, disability, and veteran status.

The ACLU of Washington comprises two separate corporate entities, the ACLU of Washington and the ACLU of Washington Foundation. The ACLU of Washington and the ACLU of Washington Foundation share the same mission, office space, and employees. This job posting refers collectively to the two organizations under the name “ACLU of Washington.”