



STAFF ATTORNEY POSITION
Advocacy for Detained Immigrants Unit
Tacoma, WA
Full time, exempt
<https://nwirp.org/jobs>

SUMMARY:

Northwest Immigrant Rights Project (NWIRP) seeks a **Spanish-speaking attorney or law graduate** to join the Advocacy for Detained Immigrants (ADI) Unit as a full time staff attorney in Tacoma, WA.

The attorney will provide legal representation to individuals in removal proceedings held at the Northwest Detention Center, a regional immigration center where up to 1,575 community members are detained by immigration authorities. The attorney will provide direct representation to detained persons in removal proceedings, including representation at the Tacoma or Seattle Immigration Courts, the Board of Immigration Appeals and the Ninth Circuit Court of Appeals. Attorneys will be managing a high-volume workload with complex legal issues in immigration and criminal law.

Candidate must be able to start the position by early August 2019.

Beginning annual salary is \$62,017 for a licensed attorney with no experience and is higher for attorneys with specific types of experience. For example, for someone with 10 years of non-profit immigration attorney experience the annual salary would be \$84,644; 20 years = \$100,355.

NWIRP is proud to be a unionized employer and this full time position is covered by NWIRP's Collective Bargaining Agreement. NWIRP offers a generous benefits package, including 100% of premiums for excellent health, vision and dental plans; 3% employer retirement contributions; disability/life/AD&D coverage; annual leave of 16 paid vacation days, 13 paid holidays, 12 paid health-related days; subsidized transit pass; 12 weeks of paid parenthood leave after 6 months of employment; partially paid sabbatical after 6 years of employment.

COMMITMENT TO INCLUSIVITY, EQUITY AND REPRESENTATION:

Northwest Immigrant Rights Project is an equal opportunity employer committed to diversity. We **strongly encourage** applications from people of color, immigrants (including individuals who were formerly detained, undocumented, or who have navigated the immigration legal system), women, people with disabilities, members of the LGBTQ+ community, and other underrepresented and historically marginalized groups.

Our goal is to have a diverse Board, Staff, and Volunteer base that is reflective of the communities we serve. We believe having a Board, Staff and Volunteer base with diverse personal and professional backgrounds enhances our ability to meet our mission and creates a vibrant environment where all members of the NWIRP community thrive.

It is the policy of NWIRP to comply with all applicable federal, state, and local laws prohibiting employment discrimination. NWIRP is committed to providing a work environment free from discrimination and harassment. NWIRP does not discriminate on the basis of class, race, color, sex, marital status, sexual orientation, gender identity, veteran status, political ideology, age, creed, religion, ancestry, national origin, or the presence of any sensory, mental or physical disability.

RESPONSIBILITIES:

- Provide direct representation to clients in removal proceedings before the Immigration Court, on appeal to the Board of Immigration Appeals or before the federal courts, and before the Department of Homeland Security
- Maintain a working knowledge of significant policies, laws and trends in immigration law, particularly as it impacts low-income immigrants and those impacted by the criminal justice system
- Participate in NWIRP's fundraising efforts
- Participate in NWIRP's outreach, community education and development efforts
- Perform administrative tasks related to grant reporting and other requirements
- Other responsibilities may be assigned depending upon NWIRP's needs

Physical demands: While performing the duties of this job, the employee is regularly required to sit, stand and walk; use hands to finger, handle, or feel; reach with hands and arms; talk and hear; utilize a phone, computer, keyboard, pen and paper. **Emotional demands:** While performing the duties of this job, the employee is regularly required to discuss topics including, but not limited to, discrimination, domestic abuse and violence.

SKILLS AND QUALIFICATIONS:

- Law degree
- Admission to the bar of any state in the U.S. (or planning to sit for July 2019 bar exam)
- Demonstrated commitment to advancing and defending immigrant rights and willingness to support NWIRP's [mission, vision, and values](#)
- Fluent in English and Spanish
- Commitment to working in a diverse working environment
- Excellent written and oral communication skills
- Strong organizational skills and ability to work independently
- Proficiency in use of MS Word and MS Excel

REPORTS TO:

Supervising Attorney – Advocacy for Detained Immigrants (ADI) Unit

TO APPLY:

Please send your cover letter, resume and references to: tacomajobs@nwirp.org with the subject "2019 Tacoma ADI Attorney Position - NAME". Applications will be accepted until the position is filled but for full consideration please apply by July 11, 2019.

ABOUT NORTHWEST IMMIGRANT RIGHTS PROJECT:

Founded in 1984, NWIRP is a nationally-recognized legal services organization on the front lines of defending and advancing the rights of immigrants. Each year, NWIRP provides direct legal representation and assistance in immigration matters to thousands of people with low incomes who come from over 130 countries and speak over 60 different languages. NWIRP challenges unjust policies through high-impact lawsuits and advocates for laws and policies that respect the rights of immigrants. NWIRP is also a trusted provider of immigration-related community education for

immigrant communities and social service providers. NWIRP has a staff of over 100 and an annual budget of over \$12 million. NWIRP serves the community through four offices in Washington State (Granger, Seattle, Tacoma and Wenatchee), but the impact of our work is felt nationwide