



STAFF ATTORNEY POSITION
BILINGUAL (Spanish/English)
Granger, WA or Wenatchee, WA
Full time, exempt

<https://www.nwirp.org/join-us/jobs-internships/>

SUMMARY:

Northwest Immigrant Rights Project (NWIRP) seeks a **Spanish-speaking attorney, or law graduate who will take the next available bar examination** to provide direct representation and community outreach and education to individuals seeking legal assistance in a variety of affirmative and defensive immigration matters.

This position will be based in Eastern Washington, in either NWIRP's Granger or Wenatchee office. These offices serve a client base consisting largely of farmworkers and their families. The selected candidate will be informed of placement at time of offer.

The staff attorney will provide legal assistance to community members through: (1) direct representation (2) individual consultations; (3) self-help assistance in the form of community workshops and legal clinics; and (4) community education. The attorney will provide legal representation in various matters, but will focus on 1) defending individuals in removal proceedings; 2) representing victims of crime in applying for immigration benefits (including self-petitions, U visas, T visas, and other forms of relief); and 3) representing community members seeking immigration status through family visa petitions. The attorney may also be assigned work relating to other immigration matters as needed.

Beginning annual salary is \$64,201 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 \$87,624; 20 years = \$103,889.

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 having a diverse staff, board, and volunteer base reflective of the communities we serve and that enhances our ability to create a vibrant environment where all members of the NWIRP community thrive. 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 LGBT community, and other underrepresented and historically marginalized groups.

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. Excepting any undue hardship, NWIRP will provide reasonable accommodations upon request for candidates taking part in all aspects of the selection process.

RESPONSIBILITIES:

- Provide direct representation to clients in removal proceedings before the Immigration Court, in matters before the Board of Immigration Appeals, or before state and 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
- Conduct case analysis to determine clients' options for protection/ status under the immigration laws
- 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
- Perform other tasks as required and directed by supervisory staff

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 take the July 2020 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
- An ability to provide trauma-informed and culturally competent legal representation
- Ability to take on an existing caseload
- Proficiency in use of web-based software, MS Word and MS Excel
- The applicant must have a valid driver's license as the position involves some travel.

REPORTS TO:

Directing Attorney, of either Granger or Wenatchee office

TO APPLY:

Please send a cover letter, resume and references to: rij@nwirp.org with the subject "2020 RIJ Attorney - NAME". Applications will be accepted until the position is filled, but for full consideration please apply by June 5th, 2020.

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 160 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.