



**IMMIGRANT  
DEFENSE  
PROJECT**

## **Job Announcement: Senior Litigation Staff Attorney (Full-Time)**

The Immigrant Defense Project (IDP) is a New York City-based nonprofit that works to secure fairness and justice for all immigrants by transforming the racially-biased U.S. criminal and immigration systems. IDP was founded twenty years ago to address the crisis of escalating criminalization and mass deportation, and our work attacks the injustices at the intersection of the criminal and immigration systems via a multi-pronged strategy. We strengthen immigrant defense through training and expert advice, challenge unfair laws through impact litigation, shape just policies through advocacy, work alongside communities and advocates through alliance building and education, and challenge negative narratives about immigrants through strategic communications.

IDP is a relatively small organization with big impact. Achievements include leading successful campaigns to protect immigrants from aggressive deportation tactics and playing an instrumental role in ensuring immigrant New Yorkers receive effective legal immigration advice after arrest. IDP has led strategic Supreme Court litigation campaigns, such as *Padilla v. Kentucky*, and cases that have restricted the government's overreaching and damaging interpretations of mandatory deportation laws, like *Moncrieffe v. Holder* and *Mellouli v. Lynch*. IDP also operates a unique legal support hotline that provides cutting edge legal analysis for thousands of community members and attorneys annually and serves as a clearinghouse for ICE enforcement trends in New York City and beyond.

### **Position Summary**

IDP is hiring a Senior Litigation Attorney to work in collaboration with the litigation team on strategic and impact litigation matters affecting the rights of immigrants affected by the criminal legal system. The Senior Litigation Attorney will also support IDP's other programs, including our advocacy and legal resources teams, through legal analysis and thought partnership. The position will report directly to the Supervising Litigation Attorney.

**Responsibilities include:**

- Amicus briefing, technical assistance, and litigation support for cases before the U.S. Supreme Court, Circuit Courts of Appeals, BIA, and Immigration Courts regarding the immigration consequences of prior convictions and criminal system contact.
- Producing practice advisories and sample pleadings.
- Representing IDP and helping to facilitate litigation and policy coalitions and working groups.
- Monitoring legal developments in the immigration field.
- Providing trainings and CLEs on immigration and criminal law topics.
- Fielding calls and inquiries for IDP's hotline.
- Working collaboratively with staff across the organization to support advocacy campaigns, develop legal resources, and respond to and analyze changes in local, state and federal policy.
- Communicating litigation's work and goals to multiple audiences including administrative agencies, elected officials, and fellow advocates.
- Supervising staff attorneys, fellows, and legal interns.
- Collaborating to maintain the litigation team's internal systems.
- Some travel may be required.

**Qualifications**

- JD degree and bar admission in good standing in any state.
- At least five years of relevant experience, preferably including immigrant defense litigation before immigration agencies and federal courts (candidates with less than five years of experience may be considered for a Staff Attorney position).
- Demonstrated command of the laws regarding the immigration consequences of criminal convictions, including the categorical approach and related concepts.
- Demonstrated commitment to immigrant rights and social justice issues.
- Exceptional writing and research skills.
- Ability to timely respond to and balance numerous requests for assistance.
- Ability to work in a respectful, non-judgmental manner with impacted individuals (including people accused or convicted of serious crimes).
- Desire and ability to work in a collaborative, team-based environment and to work respectfully and supportively with colleagues and partners.
- Strong command of Microsoft Word and Suite, Google Suite, and other standard productivity software.
- Oral and written fluency in Spanish is preferred.

- Strong preference for candidates who are based in New York City or who can relocate to New York City; however, applicants who are based elsewhere will be considered.

**Compensation**

Salary is commensurate with relevant experience, starting at \$73,000 a year. Excellent benefits, including 20 vacation days per year, 15 sick days per year, additional office-wide holidays, medical and dental insurance, and 401K with employer matching benefits available.

**To apply:**

We will be screening applications and interviewing on a rolling basis. Please submit cover letter, resume, and salary requirements to [attorneysearch@immdefense.org](mailto:attorneysearch@immdefense.org) with Senior Litigation Staff Attorney in the subject line. Writing samples and three references will be requested for those interviewed. No phone calls please.

*The Immigrant Defense Project is an Equal Opportunity Employer that actively recruits women, people of color, persons with disabilities, persons with diverse gender and sexual identities, immigrants, and formerly incarcerated persons.*