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**Job Announcement**  
**Immigrant Defense Project**  
**Senior Immigration Attorney - Criminal Court Specialist (Full-Time)**

Organization Background

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 over 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 and enforcement policies and practices 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 been central to strategic Supreme Court litigation campaigns, such as *Padilla v. Kentucky* strengthening the rights of immigrants in criminal proceedings, and several key immigration cases that have restricted the government's overreaching and damaging interpretations of mandatory deportation and other immigration laws. 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. In addition to training attorneys across New York, IDP develops Train-the-Trainers workshops for public school teachers, legal service providers, and other community-based organizations, on a range of topics, from complex criminal and immigration laws to community rights issues such as Know-Your-Rights with ICE.

Position Summary

The Immigration Attorney will play a lead role in increasing outreach and developing resources for public defenders, with a particular focus on 18b assigned counsel in New York City. The Attorney will work with new staff in the Assigned Counsel Plan in the First and Second Department to ensure immigrants receive the full scope of advice about the immigration consequences of pleas in criminal court. The Attorney will also create and execute trainings and develop resources to engage public defenders in strategies to mitigate negative immigration

consequences. As part of this work and in collaboration with other staff, the Attorney will also provide support on the IDP hotline system and provide expert consults, advice and referrals to immigrants and their loved ones, advocates, and attorneys. The Attorney will work primarily with a staff that currently includes one paralegal, two Senior Staff Attorneys, and a Supervising Attorney.

### **Essential Job Responsibilities:**

- In consultation with the Supervising Attorney, increase IDP's reach to assigned counsel in New York City representing non-U.S. citizen clients, including by improving service and training protocols and resource distribution networks.
- Identify and develop practice aids and trainings for public defenders representing non-U.S. citizen clients.
- Identify best practices for defense attorneys based on IDP's impact litigation and appellate defense advisal work.
- Monitor legal and immigration enforcement developments and timely produce advisories and other legal resources for public defenders.
- With other staff, provide expert consults and regular continuing legal education trainings to defense attorneys, including family and appellate defenders, on the immigration consequences of state court contacts.

### **Additional Job Functions:**

- Advise immigrants and their loved ones, advocates, and attorneys on criminal immigration law issues through IDP's hotline.
- Supervise hotline volunteers and interns.
- Represent IDP in a spectrum of coalitions, meetings, and working groups.
- Develop and participate in advanced trainings and webinars.

### **Qualifications**

- JD degree and bar admission in good standing in New York, or willingness and eligibility to promptly seek admission.
- Five or more years of related experience, including experience advising criminal defense attorneys about immigration consequences of pleas and representing clients in removal proceedings or affirmative applications for immigration benefits.
- Some experience with New York criminal law strongly preferred.
- Experience in family or appellate law a plus.
- Ability to creatively problem solve with partners and develop protocols and systems
- Ability to synthesize complex criminal-immigration legal issues for attorneys and advocates unfamiliar with immigration law.
- Demonstrated commitment to immigrant rights and social justice issues.

- Exceptional organizational and written and oral communication 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), and to work collaboratively, respectfully and supportively.
- Ability to speak publicly on IDP's behalf in coalitions, meetings, and before the media.
- Oral fluency in Spanish a plus.
- Strong command of Microsoft Word, PowerPoint, Excel, Google Suite (Docs, Slides, Sheets, etc.), Adobe Acrobat, and other standard productivity software.

### **Compensation**

Salary commensurate with relevant experience

Generous benefit package provided by IDP's fiscal sponsor, Fund for the City of New York

### **To apply:**

We are looking to fill this position as soon as possible and will be screening applications and interviewing on a rolling basis. Please submit cover letter, resume, and salary requirements to [jobs@immdefense.org](mailto:jobs@immdefense.org) with the subject line "Criminal Court Specialist Attorney." 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.