

**Job Announcement**  
**Immigrant Defense Project**  
**Senior Policy Associate (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 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 been central to 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. 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 issues such as Know-Your-Rights with ICE.

Position Summary

IDP is hiring a full-time Senior Policy Associate to focus on identifying and implementing strategic policy responses to advance IDP's impact and mission. Core responsibilities include working with IDP's policy team to: 1) develop and lead creative state and local policy interventions in the criminal legal system to minimize or eliminate immigration consequences; 2) develop and lead state and local policy interventions to curtail ICE enforcement practices and policies; 3) represent IDP in national spaces on these issues; and 4) support strategic communications within this area. In this capacity, the associate will play a lead role in supporting—and in some instances, running—state and local campaigns focused on minimizing the risk of detention and deportation, as well as challenging federal immigration enforcement policies and trends.

**RESPONSIBILITIES:**

- Develop campaign strategy to pressure targets to win real-world change while advancing IDP's mission.
- Manage IDP advocacy and policy priorities and strategies, focused on state and local advocacy efforts that include reducing mass detention and deportation, ending the

entanglement between immigration and local law enforcement, building strategic alliances with criminal justice advocates, and improving access to justice for immigrants.

- Cultivate partnerships and alliances with the help of the Advocacy Attorney with community groups, nonprofits, and government entities to collaborate on state and local policy initiatives at the intersection of the criminal and immigration systems and to end the vilification of people with criminal convictions
- In collaboration with the Deputy Director, develop knowledge and interventions related to data sharing between ICE and local and state law enforcement. Develop expertise on issues related to ICE enforcement and communicate relevant updates with IDP staff.
- Support IDP federal advocacy efforts led by Executive Director and Advocacy Staff Attorney.
- Represent IDP and its mission in convenings or on allies' campaign work around IDP's local, state and federal policy initiatives.

### **Qualifications**

- Three or more years of experience that includes significant campaign work (either criminal justice or immigration issues). State campaign experience preferred, if in New York also a plus.
- 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.
- Must enjoy diverse professional interactions; outgoing and engaging manner is essential.
- Expertise on criminal and immigration law preferred.
- Oral fluency in Spanish a plus.
- Strong command of Microsoft Word, PowerPoint, Excel, Google Suite (Docs, Slides, Sheets, etc.), 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). 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.