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[www.ImmigrantDefenseProject.org](http://www.ImmigrantDefenseProject.org)

**Job Announcement:  
Immigrant Defense Project  
Staff Attorney (focus on Advocacy & Community Defense) (Full-Time)**

**Organization Background**

The Immigrant Defense Project (IDP) is a nonprofit that works to secure fairness and justice for all immigrants. 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 racially-biased 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. IDP also operates a unique legal support hotline that provides cutting edge legal analysis for community members and attorneys and serves as a clearinghouse for ICE enforcement trends. In addition to training attorneys, IDP develops Train-the-Trainers workshops 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 **Staff Attorney to support IDP's community defense and policy advocacy work** on the local, state and federal level. As part of this work and in collaboration with other staff, the Staff Attorney will also provide some support on the IDP hotline system, providing expert consults, advice and referrals to criminal defenders, immigrants and their families, and advocates on criminal-immigration issues. This staff attorney may also work in partnership with other staff to conduct trainings for criminal, immigration, and other attorneys on criminal-immigration law. The Staff Attorney will work under the supervision of the Executive Director and a Supervising Attorney, and will collaborate closely with other staff.

**Essential Job Functions**

- With Executive Director, take a leadership role in carrying out and further developing IDP advocacy and policy priorities and strategies, including federal, state and local advocacy efforts on initiatives focused on reducing mass detention and deportation, ending the entanglement between immigration and local law enforcement, and improving access to justice for immigrants
- Cultivate partnerships and alliances with criminal justice and immigrant rights organizations as well as other allied movements towards common goals
- Support IDP's work to partner with community-based organizations, including collaborative campaign work and providing information, analysis, and strategy towards expanding rights and transforming the criminal and immigration systems

- Conduct trainings at community-based organizations to raise awareness about and advocate for policy changes related to ICE collaboration with local law enforcement
- Work with other staff to produce and distribute community education materials
- With other staff, monitor legal developments and produce timely advisories and other legal resources for a range of audiences
- With other staff, provide local, regional and national continuing legal education trainings on criminal–immigration topics
- With other staff, provide expert consults to criminal defense and immigration attorneys, and immigrants and their families on criminal-immigration law issues through IDP’s hotline
- Work with IDP hotline team to recruit, train, coordinate and supervise volunteer hotline attorneys and interns
- Some travel, primarily to regional and national trainings (including some evening and weekend events) is required.

### **Qualifications**

- JD degree and bar admission in good standing in New York, or willingness and eligibility to promptly seek admission
- Two to five years of experience in immigration law, preferably including advising about immigration consequences of pleas and removal defense for immigrants with criminal convictions
- Experience in advocacy and policy campaigns
- 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 with colleagues and partners
- Must enjoy diverse professional interactions; outgoing and engaging manner is essential
- Strong command of Microsoft Word, PowerPoint, Excel and other standard productivity software
- Oral and written fluency in Spanish is strongly preferred

### **Compensation**

Salary commensurate with relevant experience. Generous benefit package provided by IDP’s fiscal sponsor, Fund for the City of New York. Highly congenial organizational culture and commitment to work-life balance.

### **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 Advocacy 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.*