



FLORENCE
IMMIGRANT
& REFUGEE
RIGHTS PROJECT

POST-GRADUATE FELLOWSHIP SPONSORSHIP

FIRRP-PLAN Legal Fellow

Fall 2018

FLORENCE PROJECT - PHOENIX OFFICE

www.firrp.org
www.planphx.org



PARTNER ORGANIZATIONS

Phoenix Action Legal Network (PLAN) is a network of engaged attorneys committed to increasing pro bono and free legal services and strategic support to advance social justice in Arizona. The Justice for Immigrants and Families Project is PLAN's key initiative, aimed at increasing access-to-justice for non-detained immigrant families in Maricopa County facing deportation. To learn more about PLAN, visit www.planphx.org.

The Florence Immigrant & Refugee Rights Project (FIRRP) is the only organization that provides free legal and social services to detained immigrants in Arizona. Immigrants facing deportation do not have the right to a public defender. Without representation, many will lose their case and be sent back to the conditions they are fleeing. For some, this is a death sentence. FIRRP strives to address this injustice by increasing representation and pro bono placement for individuals, and creating pro se empowerment initiatives to assist individuals representing themselves in court. FIRRP is nationally known for its legal service delivery systems and materials. Our vision is to ensure that all immigrants facing removal have access to counsel, understand their rights under the law, and are treated fairly and humanely. To learn more about FIRRP, visit www.firrp.org.

THE FIRRP-PLAN FELLOW

FIRRP, in collaboration with PLAN, seeks to sponsor a candidate for a 1-2 year post-graduate fellowship to begin in fall 2018 to work on its new initiative to enhance legal representation for non-detained immigrants in Maricopa County facing imminent deportation, especially caregivers and vulnerable populations, including survivors of domestic violence, trafficking and torture, and members of LGBTQ communities. The fellow will work collaboratively with the initiative's lead attorney to provide quality, free legal representation before the Phoenix Immigration Court, U.S. Citizenship & Immigration Services, and the Board of Immigration Appeals as well as to build and deepen the organization's relationship with local community organizations. The fellowship will be based in FIRRP's Phoenix office, with occasional travel to Florence and Tucson for training purposes. FIRRP welcomes interested candidate to propose innovative and/or interdisciplinary projects to promote the greater representation of non-detained immigrants in Maricopa County.

QUALIFICATIONS

- Licensed to practice law, in good standing, in any state in the United States, or have registered to sit for the next bar exam. Bar membership in Arizona preferred, but not required.
- Fluency in Spanish is required.
- Demonstrated commitment to immigration issues and public interest law.
- Prior advocacy, practice, or clinical experience in immigration or criminal law and experience working with indigent clients is preferred.
- Excellent legal research, writing, and public speaking skills.
- A strong record of cultural competence and cross-cultural communication skills.

- Ability to work collaboratively and handle multiple demands.
- Excellent team player and flexible attitude.
- Creative problem solver and sense of humor always a plus.

SALARY AND BENEFITS

Interested candidates should identify a primary source of funding. In some cases, FIRR-PLAN may be able to supplement funding depending on the amount. In addition, FIRR offers excellent benefits, including medical, dental, vision, and life insurance, with full premiums paid by the Florence Project. FIRR also provides mileage reimbursement for travel between offices and places of work. Paid time off includes one personal day each month in addition to fifteen days of vacation and twelve days of sick/medical leave annually, four weeks maternity-paternity leave (up to twelve weeks total, with option to use personal, vacation, and sick paid time off for unpaid portion), and bereavement leave, in addition to observing all federal holidays. After two years of employment, employees are eligible for the employer matching retirement plan. After three years of employment with FIRR, employees are eligible for an eight week paid sabbatical.

APPLICATION PROCESS

If you are interested in developing a fellowship proposal with FIRR to provide services to non-detained immigrants in Maricopa County, please email a letter of interest, resume, three professional references, and writing sample to jobs@firrp.org, with "FIRR-PLAN Post-Graduate Fellowship" in the subject line. Candidates will be considered on a rolling basis, so interested candidates are encouraged to contact FIRR as soon as possible. Only candidates selected for an interview will be contacted. FIRR and PLAN value diversity in the workplace and strongly encourage applications from people of color, LGBTQ individuals, individuals with disabilities, and members of under-represented communities.