



JOB ANNOUNCEMENT
SOCIAL WORKER – FAMILY SEPARATION TEAM
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THE ORGANIZATION

The Florence Project was founded in 1989 to respond to a representation crisis for indigent non-citizens detained at the rural Immigration and Customs Enforcement (ICE) Detention Center in Florence, Arizona. Through our programs today, we provide services to the more than 4,000 men, women, and children detained in Eloy, Florence, Phoenix, and Tucson, Arizona on any given day. The Florence Project is nationally known for its legal and social services that ensure that detained people are empowered and have access to justice. We provide high quality legal services and support initiatives for national changes in immigration law and policy.

THE FAMILY SEPARATION TEAM SOCIAL WORKER POSITION

The Florence Project is responding to the urgent crisis of family separation by hiring a team to serve immigrant parents and children separated at the border. The Social Worker will assist teammates in providing crucial social services assistance to immigrant families separated at the border--detained adults and unaccompanied immigrant children in removal proceedings in Arizona. This position has been created in direct response to recent changes in government policies creating a zero tolerance policy at the border, and separating parents from children as an attempt to deter migration. In many cases, parents are placed in detention in Florence and Eloy facilities and children are placed in Office of Refugee Resettlement (ORR) shelters in Phoenix and Tucson. The Social Worker will provide assistance to parents and children affected by these policies, with an emphasis on supporting separated families with children who are particularly young or otherwise particularly vulnerable.

This position is based in the Florence Project's office in central Phoenix, with regular travel to shelters around Phoenix and regular travel (estimated at three times a week) to Florence and Eloy, and occasional travel to Tucson, AZ.

Duties include but are not limited to the following:

- Create and implement culturally appropriate case plans and case management for particularly young or vulnerable children separated from their parents and their detained parent's most pressing social needs. Promote strengths-based work and self-determination of the clients.
- Under the supervision of the Program Coordinator, conduct needs assessments of those in detention, support clients throughout their immigration court proceedings, consult with staff attorneys on mental health and psychosocial issues of clients.
- Under supervision of the Social Services Coordinator and in conjunction with legal staff, advocate on behalf of clients to ICE officials and ORR staff, assist clients in understanding and navigating the legal system, and help long-term detainees prepare for and request release from detention, connect clients with resources, and create plans regarding continuity of care and/or access to resources.
- Assist attorneys with creation of practice advisories and educational materials.
- Provide resource development for and clinical skills trainings to legal team.
- Be able to respond to clients in crisis and critically and creatively problem solve to meet their needs.
- Successfully collaborate and communicate with Florence Project legal team, and other providers.

- Assist in refining and updating internal protocols between the Adult Program and the Children’s Program for how to collaborate in cases of family separation.
- Collaborate with the Florence Project legal director and advocacy team to track and, where appropriate, report on issues surrounding family separation.

SALARY AND BENEFITS

Annual salary is \$43,000. This is a full-time, salaried non-exempt position, available for one year with potential to extend depending on need and funding. We strive to create and uphold a positive, supportive, and inclusive work environment for all staff. We offer excellent benefits, including medical, dental, vision, and life insurance, with full premiums paid by the Florence Project. We also provide limited mileage reimbursement for travel between offices and places of work. After two years of employment, employees are eligible for an employer matching retirement plan. 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 three years of employment, employees are eligible for an eight week paid sabbatical.

QUALIFICATIONS AND REQUIREMENTS

- **Must have a Master of Social Work (MSW) degree from an accredited university.** The ideal candidate will have prior supervised experience with social services case management working with children and families.
- **Fluency or advanced proficiency in Spanish is required.**
- Strong writing and verbal skills in Spanish and English.
- The position includes extensive client contact with men and women who have survived violence and trauma; applicants must have a comfort-level or prior experience working with torture survivors, survivors of sexual violence/gender-based violence, child abuse survivors, highly traumatized people, and people suffering from PTSD.
- Must be a hard working team player with a sense of humor who is flexible, patient, respectful, and comfortable in a busy nonprofit setting.
- Must enjoy working in a collaborative and client centered work environment - A hard working team player with a sense of humor who is flexible, patient, respectful, and comfortable in a busy nonprofit setting.
- Demonstrated commitment to immigrant rights, social justice, or human rights issues.
- Must be comfortable working in a detained setting, and with people with criminal convictions.
- Must be highly organized and an innovative thinker
- Ability to work in a high volume setting with limited resources
- Ability to collaborate and build relationships with legal and non-legal stakeholders
- **Must have reliable transportation**

APPLICATION PROCESS

This is an immediate opening and meant to respond to the urgent crisis of family separation at the border. For this reason, if interested, please apply as soon as possible. Applications will be considered on a rolling basis. To apply, please send a letter of interest, writing sample, and resume with three professional references to jobs@firrp.org, with “Social Worker – Family Separation” in the subject line. Only applicants selected for an interview will be contacted. The Florence Project values diversity in the workplace and strongly encourages applications from people of color, LGBTQ individuals, individuals with disabilities, and members of under-represented communities.