



**JOB ANNOUNCEMENT  
MENTAL HEALTH ATTORNEY  
TUCSON OFFICE**

**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 that are detained in Arizona on any given day. The Florence Project is nationally known for its legal service delivery systems which ensure that detained people are empowered and have access to justice. The Florence Project provides high quality legal services and supports initiatives for national changes in immigration law and policy.

**THE MENTAL HEALTH ATTORNEY POSITION**

The Florence Project is seeking a full-time Mental Health Attorney to join its Adult Program. This position provides direct representation to detained adult men and women with serious mental health conditions in immigration removal proceedings. The Mental Health Attorney will work primarily with clients who have been found mentally incompetent by an immigration judge and who are appointed a Qualified Representative by the Executive Office of Immigration Review. The attorney in this position provides direct representation in immigration proceedings and custody redetermination hearings before the Immigration Court, representation before the Board of Immigration Appeals, representation in defensive applications before the United States Citizenship and Immigration Services, and other related services reasonably necessary to represent these clients in their removal proceedings. The Mental Health Attorney will work with the Florence Project's social workers on release planning (connecting the client to community services such as health care, housing, or other support as needed), and work with mental health professionals and other experts necessary for clients' cases. The Mental Health attorney may handle a small caseload of non-mental health cases and assist with other Florence Project legal duties on an as needed basis for coverage.

This is a full-time litigation position that requires frequent time in detention facilities and immigration courts located in Florence and Eloy, AZ. **The position will work from our Tucson office, with regular travel to Florence and Eloy.**

**SALARY AND BENEFITS**

This is a full-time, salaried exempt position. We offer a competitive salary for our network. The Florence Project strives to create and uphold a positive, supportive, and inclusive work environment for staff. We offer excellent benefits, including medical, dental, vision, and life insurance, with full premiums paid by the Florence Project. After two years of employment, staff members are eligible for the employer matching retirement plan. Paid time off includes 1-personal day each month in addition to 15-days of vacation and 12-days of sick/medical leave annually, 4-weeks maternity-paternity leave (up to 12 weeks total, with option to use personal, vacation, and sick paid time

off for unpaid portion), and bereavement leave. The Florence Project observes all federal holidays. After three years of employment with the Florence project, staff members are eligible for an 8-week paid sabbatical.

## **REQUIREMENTS**

**Fluency or advanced proficiency in Spanish is required.** Applicants must be licensed to practice law in any state, with one to two years of relevant legal experience preferred. We seek applicants who have a demonstrated commitment to immigration issues and public interest law, who enjoy working in a collaborative, high volume, and energetic work environment, and who are flexible team players. Prior advocacy, practice, or clinical experience in immigration or criminal law and experience working with clients with mental health conditions is strongly preferred. Must have sharp legal mind and enjoy challenging casework and litigation. Prior advocacy work in immigrant rights, human rights, LGBTQ rights, criminal justice, mental health advocacy, or experience working with trauma survivors is a plus. Due to regular travel, applicants must have access to reliable transportation.

## **APPLICATION PROCESS**

To apply, please email a letter of interest, writing sample, and resume with three references to [jobs@firrp.org](mailto:jobs@firrp.org), with "Mental Health Attorney" in the subject line. Please include in your email, the name of the publication/website where you found out about this job opportunity. The Florence Project values diversity in the workplace and strongly encourages applications from people of color, LGBTQ individuals, persons with disabilities, and members of under-represented or disadvantaged communities. Applications will be reviewed on a rolling basis, and candidates are encouraged to apply early. Only those selected for an interview will be contacted.