



JOB ANNOUNCEMENT
SOCIAL WORKER – INTEGRATED SOCIAL SERVICES PROGRAM
ADULT PROGRAM
www.firrp.org

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. In 2001, the Florence Project implemented our Integrated Social Services Program, one of the first of its kind in this field. Today, the Florence Project is nationally known for its legal and social services that ensure that detained people are empowered and have access to justice. The Florence Project provides high quality legal and social services and supports initiatives for national changes in immigration law and policy.

POSITION DESCRIPTION: SOCIAL WORKER

The Social Worker is part of the social services team. The Adult Program Social Worker works under the supervision of the Social Services Coordinator and works in collaboration with immigration attorneys and legal assistants serving detained men and women in Florence and Eloy, Arizona. The social worker provides case management and advocacy on behalf of detainees with severe social, medical, and psychological needs. The client population includes women and men who may have endured trauma in the form of abuse, persecution or torture. The position will maintain a caseload of approximately 30-40 cases at a time.

The Social Worker provides services to the most vulnerable detainees, including those living with mental illness, severe medical issues, parents who are at risk of losing custody of their children, LGBTQ individuals, and asylum seekers. Tasks include regular visits to detention facilities to meet with clients, creation of plans to ensure access to and continuity of services upon release, writing requests for release from detention for humanitarian reasons, and meetings with appropriate referral services in the community. The position also includes administrative work including file management, data entry, and referral services, as well as supporting attorneys and legal staff. The position provides the opportunity to participate in outreach activities and collaborative projects within a national network of immigrant service providers, under the supervision of the Social Services Coordinator.

This position is based out of the Florence office, with the option to work out of the Phoenix or Tucson offices 1-2 days a week. This position requires frequent travel to the detention facilities in Eloy and Florence as well as occasional travel between offices.

Responsibilities include, but are not limited to the following:

- Create and implement culturally appropriate case plans and case management for client's most pressing social needs. Promote strengths-based work and self-determination of the client.
- Under supervision of the Social Services Coordinator and in conjunction with legal staff, advocate on behalf of clients to ICE officials, assist clients in understanding and navigating the legal system, and help long-term detainees prepare for and request release from detention.
- Work in conjunction with the Asylum Attorney on represented asylum cases, providing on-going client support throughout case and create release plans for victims of severe trauma.

- 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.
- After training, be able to write requests for release on humanitarian reasons, create plans regarding continuity of care and/or access to services upon release, and competency memorandums to the immigration court.
- 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.
- Provide resource development for and clinical skills trainings to legal team.
- Actively participate in the design and improvement of the social services program through the creation of best practices, improved assessment, program meetings, and staff development.
- Adhere to organization's policies particularly those related to confidentiality and client privacy.
- Participate in organizational fundraising and communications efforts as needed.

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.
- Must be fluent or have advanced proficiency in Spanish (written and spoken language skills).
- Prior experience working with immigrant populations, trauma survivors or individuals with mental health issues is a plus.
- Demonstrated commitment to immigrant rights, social justice, or human rights issues and ardent support of the Florence Project's mission.
- Highly organized, ability to be an innovative thinker, and work in a high volume setting with limited resources.
- 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.
- Travel is required. Must have reliable transportation.

SALARY AND BENEFITS

This is a full-time, salaried non-exempt position. Salary is \$40,000. 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. We also provide mileage reimbursement for travel between offices and places of work. 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.

APPLICATION PROCESS

This is an immediate opening. We welcome applications from both recent graduates and experienced social workers. Applications will be considered on a rolling basis so applicants are encouraged to apply early. To apply, please send a cover letter, resume, writing sample and 3 references to jobs@firrp.org with "Social Worker" in the subject line. Please include in your email, the name of the publication/website where you found out about this job opportunity. Only applicants selected for an interview will be contacted. The Florence Project recognizes the value of diversity in the workplace and strongly encourages applications from people of color, LGBTQ individuals, individuals with disabilities, and members of under-represented or disadvantaged communities.