



**JOB ANNOUNCEMENT  
STAFF ATTORNEY— CHILDREN'S PROGRAM  
PHOENIX OFFICE**  
[www.firrp.org](http://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. 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 services and supports initiatives for national changes in immigration law and policy.

The Florence Project's Detained Immigrant and Refugee Children's Initiative educates, empowers, and provides legal assistance to unaccompanied immigrant children in removal proceedings in Phoenix, Arizona. All of the children served are held in shelters, group homes, or long term foster care overseen by the Office of Refugee Resettlement while awaiting deportation hearings. The Children's Initiative is part of the national Legal Access for Unaccompanied Children network overseen by the Vera Institute of Justice.

**The Staff Attorney Position**

The Staff Attorney will work on a team to provide unaccompanied children "Know Your Rights" presentations at shelters, individual intakes, pre-court counseling sessions, and representation in front of the immigration court, family court, and U.S. Citizenship and Immigration Services. The position includes extensive client contact with youth, including indigenous youth and youth who have suffered abuse, abandonment, neglect or other emotional and physical trauma. It requires significant time in state court and in immigration court. The position also provides the opportunity to participate in outreach activities and collaborative projects within a national network of legal service providers for unaccompanied immigrant children.

**Requirements**

***Fluency or advanced proficiency in Spanish is required.*** The applicant must be licensed to practice law in Arizona (or willing to take Arizona bar exam), or eligible to waive into practice in Arizona (have two years of good standing in another state bar or have received a score of 273 or greater on the Universal Bar Exam). We are seeking applicants who are self-starters and who have demonstrated a strong commitment to immigration issues. Must enjoy working in a collaborative, innovative, and client centered work environment, and must be flexible and a team player. Experience with immigration law, family law, working with teenagers, and/or survivors of trauma is a plus. Must have reliable transportation.

**Salary and Benefits**

This is a full-time, salaried-exempt position. Starting annual salary is \$51,000. 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 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. The Florence Project observes all federal holidays. After three consecutive years of employment with the Florence project, staff members are eligible for an eight week paid sabbatical.

### **Application Process**

To apply, please email a letter of interest, resume, writing sample, and 3 professional references to [jobs@firrp.org](mailto:jobs@firrp.org), with “Staff Attorney – Children’s Program” in the subject line. Applications will be considered on a rolling basis, so applicants are encouraged to apply as soon as possible. Recent law graduates are encouraged to apply. 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.