



JOB ANNOUNCEMENT
STAFF ATTORNEY— CHILDREN'S PROGRAM
TUCSON OFFICE
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 Children's Program educates, empowers, and provides legal assistance to unaccompanied immigrant children in removal proceedings in Tucson, 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.

This position is based in the Florence Project's office in Tucson, with occasional travel to Phoenix and Florence, AZ

REQUIREMENTS

- 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).
- Must be fluent or professionally proficient in Spanish.
- Demonstrated commitment to advocating for indigent immigrant clients in a respectful and empowering way and zealous support of the Florence Project's mission.
- Highly organized and ability to be an innovative thinker and work in high volume setting with limited resources.
- A hard working team player with a sense of humor who is flexible, patient, respectful, and comfortable in a busy nonprofit setting.
- Prior experience working with trauma survivors or individuals with mental health issues is a plus, and must be comfortable working with people with criminal convictions.
- Travel is required for this position. Must have reliable transportation.
- Must be able to clear basic background check and obtain security clearance to enter detention facilities.

SALARY AND BENEFITS

This is a full-time, salaried-exempt position. Starting annual salary is \$61,000. 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 basic life insurance, with full premiums paid by the Florence Project. We also provide mileage reimbursement for travel between offices and places of work. After one year of employment, employees 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, six 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 with The Florence Project, employees are eligible for an eight week paid sabbatical.

APPLICATION PROCESS

To apply, please submit: a substantive cover letter explaining your interest in the position and relevant past experience, resume, three professional references, and a writing sample to jobs@firrp.org with "Staff Attorney – Children's Program, Tucson" in the subject line. Applications will be considered on a rolling basis and applicants are encouraged to apply as soon as possible. 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 or disadvantaged communities. Only applicants selected for an interview will be contacted.