



**JOB ANNOUNCEMENT  
SOCIAL WORKER – INTEGRATED SOCIAL SERVICES PROGRAM  
PHOENIX OFFICE**

**THE ORGANIZATION**

The Florence Project was founded in 1989 to respond to the representation crisis for indigent non-citizens detained in the rural Immigration and Customs Enforcement (ICE) Detention Center in Florence, Arizona. We seek to counteract systemic injustices that arise in the immigration system due, in part, to the lack of a universal right to representation. Through a range of programs, we provide high-quality legal and social services to the more than 4,500 immigrant men, women, and children that are detained in Arizona on any given day. The Florence Project is nationally known for its legal and social services models, which strive to empower detained individuals and ensure that they have access to justice. The Florence Project also supports initiatives for national changes in immigration law and policy.

Our Integrated Social Services program is one of the few in the U.S. to collaborate with immigration attorneys in educating, empowering, and providing social service assistance to unaccompanied immigrant children awaiting deportation hearings. The program is an innovative and promising practice, providing supportive services to immigrant children. Many children served are held in shelters, group homes, or long-term foster care overseen by the Office of Refugee Resettlement (ORR). We also provide services to children released from ORR custody, reunified with sponsors or family members in Arizona, with open immigration and family cases.

**POSITION DESCRIPTION: SOCIAL WORKER**

The Social Worker is part of the social services team, under the supervision of the Social Services Manager, and works in collaboration with immigration attorneys and legal assistants serving immigrant children who are currently in or have been recently released from ORR custody. Social Workers link children with resources to assist in their integration to sponsor/family member placements and throughout the course of their legal case. The social workers maintain a caseload of up to approximately 35 cases. The position includes case management with children of diverse backgrounds and languages, many of whom have suffered abuse, abandonment, neglect, or other emotional and physical trauma. Children may have experienced trauma in their countries of origin as well as on the journey to the United States. The position also includes administrative work including file management, data entry, and referral services.

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

### **Trauma Specialty**

This position will initially have a lower caseload of 10-20 cases. Given the high levels of exposure to our client population served, one of the responsibilities for the position will be providing trauma expertise to staff. This position will assist in creating more trauma-informed systems for clients; including, but not limited to: legal orientations, intakes, and preparation for court and asylum hearings. It will allow for specific consultation on cases with individuals most severely impacted by torture/trauma. This will also include on-going trainings to staff and building a network of resources.

### **Duties include:**

- Create and implement culturally appropriate case plans for client's most pressing social needs. Promote strengths-based work and self-determination of the client.
- Accompany clients to legal, medical, counseling, social services, and school enrollment appointments as needed to effectively assist with accessing resources.
- Respond to clients in crisis and critically and creatively problem solve to meet their needs.
- Establish and maintain a successful working relationship with external service providers.
- Work both independently and as a collaborative part of the legal team
- Provide resource 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.
- Participate in the creation and organization of client events and orientations.
- Adhere to organization's policies particularly those related to confidentiality and client privacy.
- Participate in organizational fundraising and communications efforts as needed.
- Other related duties as assigned.

### **QUALIFICATIONS**

- 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 professional proficiency in Spanish (written and spoken language skills).
- Required 1-2 years of working with trauma survivors; Prior experience working with teenagers, immigrant populations, trauma survivors or individuals with mental health issues is a plus.
- Demonstrated commitment to and passion for 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
- Demonstrated ability to be a flexible team player
- Strong work ethic with a demonstrated ability to take initiative and work under pressure
- Must have access to reliable transportation.

## **SALARY AND BENEFITS**

This is a full-time, salaried non-exempt position. Salary is \$50,000. 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, 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, 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. The Florence Project observes all federal holidays. After three years of employment with the Florence project, staff members are eligible for an eight-week paid sabbatical.

## **APPLICATION PROCESS**

This is an immediate opening. We welcome applications from both recent graduates and experienced social workers. To apply, please send a cover letter and resume with three professional references to [jobs@firrp.org](mailto:jobs@firrp.org), with "Social Worker" in the subject line. Applications will be considered on a rolling basis, and applicants are encouraged to apply as soon as possible. Only those 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 or disadvantaged communities.

*This job announcement is for informational purposes only, and is subject to change and modification without notice. This job announcement includes a non-exhaustive list of responsibilities, qualifications and requirements of the position, but does not include the essential job functions of the position.*