



Staff Attorney, Immigrant Justice JOB ANNOUNCEMENT

Are you a collaborative, creative and bilingual immigration attorney who is deeply committed to immigrants' rights? Consider joining the Asylum team at **Lawyers' Committee for Civil Rights, SF Bay Area (LCCRSF)**!

About You

As Staff Attorney, you'll work with a supervising immigrant justice attorney and the asylum program team to provide high-quality representation for asylum seekers, train and mentor pro bono attorneys, and help to develop strategic impact litigation to advance the rights of immigrants in federal and state court. The ideal candidate will have experience representing asylum seekers in removal proceedings, and a strong commitment to working with immigrants and advancing the immigrant rights movement.

About LCCRSF

As one of the oldest civil rights institutions on the West Coast, LCCRSF works to dismantle systems of oppression and racism and to build an equitable and just society. Formed in 1968 to bridge the legal community and the Civil Rights Movement, we're known for advancing the rights of people of color, immigrants, refugees and low-income individuals. We also invest in legal fellows and support a network of over 1,000 active pro bono attorneys who stand with us.

We are in this work for the long haul. Our goal is to make this work sustainable, to take care of each other and our communities, and to rest so we can be fierce in the face of power through our core issue areas of Racial Justice, Immigrant Justice, Economic Justice, and Educational Justice. Learn more at www.lccrsf.org.

About the Immigrant Justice Team and Pro Bono Asylum Program

LCCRSF's Immigrant Justice Team – two Senior Attorneys, two Staff Attorneys, two Fellows, and a Program Coordinator – works to secure equality and dignity for all immigrants. Since 1983, LCCRSF's Pro Bono Asylum Program has secured free legal representation for hundreds of asylum applicants seeking refuge in the Bay Area by providing direct representation as well as training and mentorship to pro bono attorneys. Through impact litigation and advocacy, the Immigrant Justice Program also defends the constitutional rights of immigrants—including groundbreaking litigation on detention conditions—and promotes equal justice under the law.

Your Work

- **Representation (75%)** - Represent asylum seekers and unaccompanied minors in removal proceedings and affirmative applications for relief.
- **Training and mentorship (10%)** - Provide training, technical assistance, and mentorship to *pro bono* attorneys handling asylum and Special Immigrant Juvenile Status cases. Develop training materials, practice advisories, and ongoing programmatic improvements for the Pro Bono Asylum Program.

- **Participate in community-based coalitions related to immigrants' rights (10%)** - Represent LCCRSF at coalition meetings with the San Francisco Immigrant Legal Defense Collaborative (SFILDC) and participate in the Attorney of the Day program at the San Francisco Immigration Court. Organize, attend and participate in legal workshops/clinics, volunteer recruitment events and trainings/workshops as needed.
- **Support impact litigation efforts (5%)** - Identify issues for systemic litigation and advocacy arising from LCCRSF's direct representation/pro bono programs and grassroots/community partners. Assist with impact litigation, in partnership with the Immigrant Justice team, community partners, and pro bono partners.

Essential Qualifications

- J.D. and a member in good standing of any state bar (*California strongly preferred).
- Minimum of two years of experience working as an immigration attorney with low-income communities and/or recent survivors of trauma.
- Strong bi-lingual (English and Spanish) language competency, including the ability to write basic correspondence in Spanish (*bi-cultural preferred).
- Strong problem-solving and analytical skills.
- Excellent organizational, communication, analytical, writing, and editing skills; strong attention to detail.
- Ability to work as a member of a team and independently. Ability to set and carry out objectives and prioritize workflow with minimal supervision.
- Ability to effectively work and communicate with diverse groups of individuals, including representatives of government, the private bar, and grassroots organizations.

Salary, Benefits, Work location

This position is full-time, exempt, with a starting salary of \$75k-82k DOE, and reports to the Immigrant Justice Senior Attorney. Full benefits package includes 100% paid medical and more. Generous time off: 3 weeks vacation, 12+ holidays, plus Summer Short Fridays and one week additional Winter Break.

Our office is located on the Embarcadero in downtown San Francisco, close to many transit options.

We're currently remote with our office available for optional use. We expect to offer at minimum part-time remote in 2022.

General working hours are 9am-5pm M-F. LCCRSF is woman- and minority-led, with about 30 staff. We are flexible and family-friendly and value health, wellness and balance. We will encourage and support you to take care of yourself! We follow ADA guidelines - reasonable accommodations may be made to enable individuals with different abilities to perform the essential functions.

To Apply

Job is open until filled and applications will be reviewed on a rolling basis. We hope to have someone start ASAP! **Applicants should submit 1) a thoughtful cover letter; 2) a resume; 3) a brief writing sample; and, 4) three professional references by email to careers@lccrsf.org** (put "Immigrant Justice Attorney" in the subject line.) Questions can also go to that email.

In your cover letter, in addition to describing your interest in the position and qualifications, please respond to the following question: What in your background and experience has prepared you to work for an organization dedicated to advancing racial equity and social justice? Feel free to think broadly about your response, applying professional or personal experiences.

Lawyers' Committee for Civil Rights of the San Francisco Bay Area thrives as an affirmative action/equal opportunity employer. BIPOC, LGBTQ+ candidates, people of all gender identities, persons with disabilities and individuals over 55 are encouraged to apply.