



**JOB ANNOUNCEMENT**  
**STAFF ATTORNEY— CHILDREN'S PROGRAM**  
**PHOENIX OFFICE**  
[www.firrp.org](http://www.firrp.org)

Detention in Arizona is growing, family separation continues, and recent changes to case law and policies have made bond and asylum incredibly challenging. The Florence Project is on the frontlines of immigration, fighting back against constant attacks on immigrants' rights. We are looking for a talented and creative people to join our growing team to provide top notch mentorship, program development, and legal representation. Come join our team and be part of the change, fighting for immigrants' rights in these challenging times.

**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 10,000 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.

**POSITION DESCRIPTION: STAFF ATTORNEY**

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.

**QUALIFICATIONS**

- **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.
- Exhibits high ethical standards and the ability to maintain confidentiality.
- Proven computer skills.
- Must be able to pass federal and state background checks.
- Ability to travel regularly, especially between offices and secondary work locations

### **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 life insurance, with full premiums paid by the Florence Project. 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 of parental 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**

To apply, please click [here](#) or go to: <https://firrp.org/getinvolved/jobs/> to upload a letter detailing your interest in the position, your resume with three professional references and writing sample. 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 underrepresented 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.*