



Temporary Staff Attorney  
Full-Time, Exempt  
Community Outreach Unit  
Granger, Seattle, Tacoma or Wenatchee, WA  
<https://nwirp.org/join/jobs-internships/>

## SUMMARY:

Northwest Immigrant Rights Project (NWIRP) is seeking **two full-time, temporary, Staff Attorneys** to join our Community Outreach Unit for a **twelve-month period**, starting **March 20, 2025**, or as soon as possible. **Applicants must be fluent in English and at least one other language**, with Spanish and Portuguese preferred.

This position offers the flexibility to work from any of NWIRP's four Washington offices; Granger, Seattle, Tacoma or Wenatchee. **The selected attorneys will be expected to travel widely within Washington state**, and a valid driver's license is required to meet this expectation. Occasional evening and weekend hours will be required.

The selected attorneys will coordinate NWIRP's outreach and community education efforts, including Know Your Rights and Immigration 101 training, and provide limited services through presentations, legal clinics, and workshops across Washington State. With guidance, they will help centralize NWIRP's outreach, community education, and pro se initiatives while collaborating closely with the unit's supervisor, as well as the organization's deputy directors and directing attorneys. They will also assist in developing and maintaining a system to track statewide needs.

As part of NWIRP's centralization of outreach, the attorneys will be responsible for coordinating grant-specific outreach requirements and/or opportunities, leading community education initiatives, and providing limited services and pro se assistance to eligible community members.

As with all positions at NWIRP, these attorney roles may shift to focus on specific projects or units to meet organizational needs.

## ABOUT NORTHWEST IMMIGRANT RIGHTS PROJECT:

Founded in 1984, Northwest Immigrant Rights Project (NWIRP) is a nationally-recognized legal services organization on the front lines of defending and advancing the rights of immigrants. With over 150 employees, NWIRP provides direct legal representation and assistance in immigration matters to thousands of people with low incomes who come from over 150 countries and speak over 60 different languages.

NWIRP challenges unjust policies through high-impact lawsuits and advocates for laws and policies that respect the rights of immigrants. NWIRP is also a trusted provider of immigration-related community education for immigrant communities and social service providers. NWIRP serves the community through four offices in Washington State (Granger, Seattle, Tacoma and Wenatchee), but the impact of our work is felt nationwide.

**NWIRP's Community Outreach Unit** provides community education to both client communities and service providers. We cover a variety of topics, including Know Your Rights presentations, Immigration 101 for service providers, and various other community outreach addressing various topics impacting the immigrant communities in Washington State. Limited services work and pro se assistance is part of the direct services NWIRP provides to assist community

members that we may not be able to assist with full direct representation.

## RESPONSIBILITIES:

All NWIRP staff attorneys are expected to:

- Provide direct representation to individuals in removal proceedings before the Immigration Court, on appeal to the Board of Immigration Appeals or before the federal courts, and before the Department of Homeland Security;
- Provide direct representation to persons submitting affirmative applications with USCIS and the Department of State;
- Conduct presentations, workshops, legal clinics, and intakes, by phone and in person;
- Conduct case analysis to determine eligibility for immigration protections/status under the immigration laws;
- Maintain a working knowledge of significant policies, laws, practices, and trends in immigration law, particularly as it impacts low-income immigrants and those impacted by the criminal justice system;
- Establish, organize, and maintain files up to date;
- Perform administrative tasks related to grant reporting such as timekeeping, submitting timesheets, tracking training, and other duties in a timely manner;
- Participate in NWIRP's outreach, community education, and development efforts; and
- Perform other tasks and responsibilities assigned by supervisory staff depending upon NWIRP's needs.

## SKILLS AND QUALIFICATIONS:

- Law degree;
- Admission to the bar of any state in the U.S.;
- Demonstrated commitment to immigrant rights and eagerness to support [NWIRP's mission, vision and values](#);
- Excellent writing, communication, interpersonal, and organizational skills;
- Ability to provide trauma-informed and culturally-inclusive legal representation;
- Commitment to creating a welcoming, professional, and inclusive environment for staff and clients;
- Commitment to working with a diverse community and in a challenging working environment;
- Fluency in English and at least one other language (Spanish and Portuguese, preferred). Additional languages are encouraged;
- Strong ability to work independently, as well as in a team environment;
- Proficiency in use of web-based software, Microsoft Office applications (including Word and Excel), and web peer-to-peer communication platforms; familiarity with G-suite tools (Google Docs, Google Sheets and Gmail);
- Prior immigration law and removal experience preferred;
- Prior experience working with survivors of domestic violence or sexual assault is preferred;
- Experience handling a high-volume caseload preferred;
- Sound judgment and decision-making skills;
- Strong organizational skills; and,
- Ability to take on a substantive caseload.

**Physical demands:** While performing the duties of this job, the employee is regularly required to sit, stand and walk; use hands to finger, handle, or feel; reach with hands and arms; talk and hear; utilize a phone, computer, keyboard,

pen, and paper. Occasional work on night and weekend hours. Travel may be required. Travel reimbursements apply.

**Emotional demands:** While performing the duties of this job, the employee is regularly required to discuss topics including, but not limited to, discrimination; child abuse, neglect, abandonment; domestic abuse; violence, and psychological trauma. Occasional work in a detention center environment.

Standard hours of work are Monday – Friday, 9 am – 5 pm, with a 30 – 60 minute unpaid lunch, but occasional evening and weekend work hours will be required.

At the time of this posting, NWIRP staff is operating in a hybrid model, and some in-office work will be expected of this position (at least two full days per week).

### **BENEFITS AND COMPENSATION:**

This is an exempt salaried position, with a minimum annual salary of \$84,002.81 for candidates who are admitted to practice but have no prior experience; salaries are higher for staff attorneys with specific types of experience. For example, for someone with 5 years of directly relevant experience, the annual salary would be \$94,619.00; the current salary maximum is based on 40 years of experience, equaling \$149,245.00.

This temporary, full-time position is not covered by NWIRP's Collective Bargaining Agreement (CBA). However, the temporary staff member will still have access to many of the same benefits, including:

- Fully paid health, vision and dental plans for employee-level coverage with employer-funded HRA and HSA options;
- FSA and Dependent Care accounts;
- Automatic, employer contribution of 3% to 403(b) retirement plan;
- Generous paid health-related leave (12 days per year);
- Generous paid vacation (16 days during your first year);
- 14 paid Holidays with the ability to float 5 holidays;
- Employer-paid disability, life, AD&D and long-term care insurance;
- Eligibility to earn compensatory time;
- Opportunities for paid professional development;
- Subsidized transit pass for Seattle and Tacoma offices; and,
- Free parking for the Granger, Tacoma and Wenatchee offices.

NWIRP is an eligible employer under the Federal Public Service Loan Forgiveness (PSLF) program.

### **COMMITMENT TO INCLUSIVITY, EQUITY AND REPRESENTATION:**

Northwest Immigrant Rights Project is an equal opportunity employer committed to having a diverse staff, board, and volunteer base reflective of the communities we serve and that enhances our ability to create a vibrant environment where all members of the NWIRP community thrive. We strongly encourage applications from individuals who identify as Black, Indigenous, People of Color (BIPOC), immigrants (including people who were formerly detained, undocumented, or who have navigated the immigration legal system), women, people with disabilities, members of the LGBTQ+ community, and individuals with diverse cultural backgrounds and language abilities.

NWIRP is committed to providing a work environment free from discrimination and harassment. NWIRP does not discriminate on the basis of class, race, color, sex, marital status, sexual orientation, gender identity, veteran status, political ideology, age, creed, religion, ancestry, national origin, or the presence of any sensory, mental, or physical disability. Excepting any undue hardship, NWIRP will provide reasonable accommodations upon request for candidates taking part in all aspects of the selection process. Please contact [HR@nwirp.org](mailto:HR@nwirp.org).

#### REPORTS TO:

Supervising Attorney

#### TO APPLY:

Please apply & upload a single-file document through our [Careers Page](#) containing your cover letter, resume, and a list of (3) professional references.

In your cover letter, please address:

1. How your personal or professional experiences qualify you for this role, and;
2. What challenges you recognize as barriers to providing legal advocacy to immigrant community members.

Full consideration will be given to those who **apply by March 20, 2025** but applications will be accepted on a rolling basis until the position is filled.