



Staff Attorney

February 2017

POSITION AND BACKGROUND

The National Immigration Law Center (NILC) is seeking an experienced litigator to join its legal department in a Staff Attorney position to work on precedent-setting cases to advance the rights of low-income immigrants and their families. This position offers a unique opportunity to engage in impact litigation on key issues across the country impacting low-income immigrants and to work in a legal department with a creative and deeply client-centered focus and a team-based approach to the work. The position could be based in either NILC's Los Angeles, Calif., or Washington, DC, office, with possible additional flexibility on location for the right applicant.

NILC's mission is to advance and defend the rights and opportunities of low-income immigrants. We believe that all people who live in the U.S.—regardless of their race, gender, immigration, and/or economic status—should have the opportunity to achieve their full human potential. Over the past 35 years, NILC has won landmark legal decisions protecting fundamental human and civil rights, thwarted policies that would have damaged low-income immigrant families' opportunities, and advanced major policies that reinforce our nation's values of equality and justice for all.

Headquartered in Los Angeles with an office in Washington, D.C., NILC utilizes a core set of strategies—litigation, advocacy, and strategic communications—to focus on key program areas that affect the lives and well-being of low-income immigrants, including: immigration status and reform; healthy lives and economic opportunities; immigration enforcement reform and justice; and education and workforce development. We also conduct trainings, publish educational materials, and provide legal counsel and strategic advice to inform a wide range of audiences—including workers' centers, unions, legal service providers, and other economic justice partners—about complex legal and policy matters affecting immigrants and to help strengthen other groups' advocacy work. For more information about NILC, visit www.nilc.org.

*NILC is an equal opportunity employer; people of color and individuals from diverse backgrounds are **encouraged** to apply. NILC does not discriminate on the basis of race, color, national origin, citizenship status, ethnic background, religion, political orientation, gender, sexual orientation, gender identity, age, or disability.*

RESPONSIBILITIES

The Staff Attorney's responsibilities include but are not limited to:

- Conducts impact litigation on a range of issues affecting low-income immigrants and their families.
- Identifies potential new cases and plays a role in developing those cases or working with others in the department to do so.
- Works closely with legal and nonlegal staff, particularly communications and policy advocacy staff, to advance the rights of low-income immigrants.
- Participates in communications activities and media work related to litigation.

- Provides legal analysis and technical assistance on substantive issues to attorneys, government officials and staff, the media, organizers, and advocates nationwide.
- Supervises staff attorneys, law student interns, and legal fellows.

QUALIFICATIONS

- JD degree and active admission to a Bar required.
- Must have substantial federal court litigation experience, including impact litigation experience. Expertise in immigrants' rights or other public interest impact litigation is strongly preferred.
- Experience in supervising attorneys, including hiring, training, mentoring, etc.
- Demonstrated ability to identify novel and innovative litigation approaches, including the ability to identify legal tools to fit emerging situations.
- Creativity and a demonstrated willingness to take calculated risks in crafting and executing strategies.
- Demonstrated ability to lead cases and to achieve high-quality results.
- Demonstrated ability to successfully lead strong litigation teams, including teams comprised of individuals with more and less experience.
- Demonstrated ability to write and speak persuasively and clearly to a range of audiences.
- Experience working directly with clients.
- Superior analytical and legal research skills.
- Experience in identifying new litigation opportunities, analyzing legislation and other events for potential litigation, and experience in building cases.
- Experience working with external co-counsel or in a coalition setting comprised of multiple organizational partners, and demonstrated ability to resolve conflicts constructively.
- Ability to travel across the country as needed.

THE IDEAL CANDIDATE WILL ALSO POSSESS...

- Excellent litigation strategy skills.
- Self-motivation, with the ability to meet deadlines under intense time pressure.
- Experience with working in a team setting and fostering a collaborative approach to case work.
- Experience with policy advocacy and/or communications work related to litigation preferred but not required.
- Strong commitment to economic, racial, and social justice issues, with a passion for social justice for immigrants and their families.

SALARY AND BENEFITS

Excellent benefits and compensation package. Benefits include paid time off, health, dental, vision, disability, life insurance, and 403(b) plan.

TO APPLY

Applications are being accepted on a rolling basis, with priority given to applications received by February 24, 2017. Please send a detailed cover letter explaining your connection to NILC's mission and why you are the ideal candidate for this position, resume, legal writing sample, and a list of three professional references to staffattorney@nilc.org. PDF format preferred, but not required. Please include "Reference #SA0217" in the subject line of your email message. *Do not send duplicate materials*. Incomplete applications will not be considered. *No phone calls*, please.