

FARMWORKER ORGANIZER

DESCRIPTION

The Legal Aid Justice Center seeks an Organizer and Outreach Worker to work with immigrant farmworkers in Virginia to fight exploitation and injustice and to build workers' power through grassroots organizing. This is a grant-funded, full-time position with full benefits. Most of the work is done during evenings and weekends, especially during the harvest season from April through October, and requires extensive travel throughout the state and periodic overnight stays. We provide a cellphone and full mileage reimbursement. A valid driver's license and reliable car are absolute requirements. During summer months, the work may include extended stays on the Eastern Shore, including possible continuous stays for a week or more at a time. The position is based in Charlottesville, Va.

The Virginia Justice Project for Farm and Immigrant Workers is a project within our Immigrant Advocacy Program, and is funded primarily by a sub-grant from the federal Office for Victims of Crime (VOCA) and Virginia's Department of Criminal Justice Services to provide legal services and community legal education to farmworker and immigrant victims of crime, including workplace crimes such as sexual assault, labor trafficking, and criminal wage theft.

The Legal Aid Justice Center is a nationally recognized non-profit agency providing free civil legal assistance throughout Virginia. Through legal representation, community organizing and statewide advocacy, the Legal Aid Justice Center works to eliminate the symptoms and to address the underlying causes of poverty in Virginia. We encourage diversity, value unique voices, pursue our goals with passion, and have fun while working for the public interest.

JOB DUTIES

- Client intakes, case work follow up, client meetings, note-taking and associated duties.
- Seek out and visit labor camps or other sites where farmworkers live.
- Communicate and establish relationships with community partners and potential clients.
- Facilitate the communication between farmworkers and attorneys or other staff.
- Assist in development of cases and provide support for litigation.

SKILLS REQUIRED

We are seeking applicants with the following qualifications:

- Some experience working as an organizer, preferably with immigrant workers.
- Willingness to find new ways to communicate and connect with clients and community partners.
- Demonstrated commitment to social justice, workers' rights and immigrants' rights.
- Spanish fluency (enough to communicate with workers without interpreter); some fluency in Haitian Creole is a plus.
- Willingness to travel and to work nights and weekends as needed.

- Sufficient flexibility to meet changing needs of immigrant farmworker community and the farmworker advocacy team.
- Valid driver's license and reliable vehicle.
- High level of professionalism and outstanding interpersonal communication skills in English and Spanish.
- Culturally sensitive approach to diverse client community.
- Ability to balance a variety of responsibilities with a healthy sense of humor.
- Familiarity with Microsoft Office and Google Drive.

ADDITIONAL INFORMATION

Please send cover letter, resume and three references to Margaret Hennessy at hire@justice4all.org. Please include "Farmworker Organizer" in the subject line and identify in your cover letter or highlight in your resume your experience in working with diverse communities. Please also state the earliest date you would be available to start work.

Applications will be reviewed and interviews scheduled as soon as they are received, so please apply as soon as possible. LAJC offers a competitive public interest salary DOE and excellent fringe benefits, including health and dental insurance, retirement plan and a collegial work environment. The salary range for this position is \$35,000 to \$51,500, depending on years of relevant work experience.

The Legal Aid Justice Center is committed to strengthening the voices of our low-income clients, working in collaboration with community partners and rooting out the inequities that keep people in poverty. We strive to take on the issues that have broad impact on our client communities and to be responsive to client input. Recognizing the particular impact of racism on our clients and staff, we devote special attention to dismantling racial injustice.

The Legal Aid Justice Center is a 501(c)(3) organization and does not receive funding from the Legal Services Corporation. We are an Equal Opportunity Employer.

All applicants must be dedicated to working in and sustaining an environment that enables staff and clients to feel empowered, valued, respected and safe. In reviewing applications, we look for evidence that applicants have experience and/or thoughtfulness in working with traditionally marginalized populations.