

SENIOR-LEVEL FARMWORKER ATTORNEY

Virginia Justice Project for Farm and Immigrant Workers

About the Legal Aid Justice Center

LAJC is a nationally recognized anti-poverty non-profit with offices in Charlottesville, Richmond, Petersburg, and Falls Church, Virginia. In addition to providing free direct representation for low-income individuals in our immediate service areas, our staff engage in systemic advocacy to benefit all low-income Virginians using a wide array of strategies aimed at ending generational poverty, including high-impact litigation, community organizing, and legislative/policy advocacy. For more information, visit www.justice4all.org.

About the Immigrant Advocacy Program

LAJC's **Immigrant Advocacy Program** supports low-income immigrants in their efforts to find justice and fair treatment. In addition to representing clients with individual legal issues, we promote systemic reforms to reduce the abuse and exploitation of immigrants, and advocate for state and local policies that promote integration and protect immigrants from aggressive immigration enforcement. The **Virginia Justice Project for Farmworker and Immigrant Workers** 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 especially workplace crimes such as sexual assault, labor trafficking, criminal wage theft, and fraud.

About the Position

LAJC seeks a senior-level farmworker attorney for our Virginia Justice Project for Farmworker and Immigrant Workers. Together with a senior-level organizer, the position will lead a statewide project designed to improve the lives and working conditions of immigrant farmworkers across Virginia through impact litigation, individual legal representation, advocacy, and direct organizing. The team consists of two FTE outreach workers/community organizers and three FTE attorneys, including this position.

Applicants must have a strong commitment to workers' and immigrants' rights, and direct experience working with farmworkers. The ideal candidate has at least one year of management experience, outstanding communication skills, and enjoys balancing a variety of responsibilities in a fast-paced, client-centered work environment.

Required Qualifications

- A high level of Spanish language proficiency;
- Minimum 5 years of legal experience in relevant legal work, including substantial experience working directly with immigrant farmworkers;
- Membership in the Virginia bar, confirmed eligibility to waive in, or a willingness to sit for the July 2019 or February 2020 Virginia bar;
- Willingness to engage in frequent and substantial statewide travel in Virginia, including overnight travel;
- The ability to develop and implement multifaceted advocacy strategies incorporating impact litigation, direct representation, policy advocacy, and community organizing; and
- An ability to balance a variety of responsibilities with a healthy sense of humor.

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| Preferred Qualifications | <ul style="list-style-type: none">• At least one year of management experience• Ability to multi-task• Strong computer skills• Diverse economic, social, and/or cultural experiences |
| Location | LAJC's Charlottesville or Richmond office |
| Start Date | As soon as possible |
| Salary | Salary range is \$58,000 to \$82,500 based on a formal salary scale that depends on years of relevant experience. Exceptional fringe benefits include generous leave, fully paid health insurance, retirement plan, student loan repayment assistance, and a great work environment. |
| Benefits | Exceptional fringe benefits include generous leave, health, dental and optical insurance, 403(b) retirement plan, student loan repayment assistance, and a great work environment. |
| Application Instructions | Email a cover letter, resume, legal or advocacy writing sample, and three references to Simon Sandoval-Moshenberg at hire@justice4all.org . |

The positions will be open until filled.

The Legal Aid Justice Center is an equal opportunity employer, committed to inclusive hiring and dedicated to diversity in our work and staff. We strongly encourage candidates of all identities, experiences, and communities to apply. 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. 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.