

STATEWIDE IMMIGRANTS' RIGHTS ORGANIZER

Immigrant Advocacy Program

Charlottesville or Richmond

About the Legal Aid Justice Center

The Legal Aid Justice Center is a nationally recognized nonprofit organization that partners with communities and clients to achieve justice by dismantling the systems that create and perpetuate poverty. Justice means racial justice, economic justice, and social justice. From its offices in Charlottesville, Richmond, Petersburg, and Falls Church, LAJC is a fierce advocate for low-income clients and communities in Virginia. Just in the past year, we permanently repealed Virginia's driver's license suspension for court debt scheme, helped win the right to legally drive and in-state tuition in Virginia regardless of immigration status, secured an injunction slashing the number of immigrants detained by ICE at the largest detention center in the Mid-Atlantic and passed a law giving Virginia oversight authority, won the nation's first COVID-specific, statewide, and enforceable workplace safety standards, and decriminalized school-based disorderly conduct, which was a leading contributor to the school-to-prison pipeline, especially for Black girls.

Founded in 1967, LAJC provides services under four key program areas: Civil Rights & Racial Justice, Economic Justice, Youth Justice, and Immigrant Advocacy. LAJC boldly tackles issues of systemic injustice and aims to raise public and policymaker awareness of some of the most pressing challenges facing low-income Virginia residents. For more information, visit www.justice4all.org.

LAJC's **Immigrant Advocacy Program** ("IAP") supports low-income immigrants in their efforts to find justice and fair treatment. In addition to representing clients with individual legal issues, we use community organizing, policy advocacy and impact litigation to promote systemic reforms that reduce the abuse and exploitation of immigrants, promote integration, and protect immigrants from aggressive immigration enforcement.

About the Position

Legal Aid Justice Center seeks a statewide immigrants' rights community organizer to lead and support various strategic campaigns including our De-ICE Virginia initiative, a statewide effort to keep ICE out of our communities and protect immigrant families. This is achieved via outreach, legislative and policy change, working in coalition, and building power in directly impacted communities. The work addresses important intersections of race, immigration, and criminal justice that disproportionately impact Black and Brown low-income communities of Virginia. The ideal candidate can work successfully at both a grassroots and grass-tops levels.

While the initiative has a statewide reach, we are looking for this position to be based out of one of our Central Virginia offices (Charlottesville or Richmond).

Job Duties

- Relationship building with individuals, organizations, and coalitions to keep a finger on the pulse of immigrant communities

- Build leadership and power with those directly impacted by the realities of immigration enforcement and detention
- Lead and support existing initiatives including De-ICE Virginia and build new ones from the ground up
- Use multiple forms of media to educate community members on their rights and relevant policies
- Mobilize for policy changes related to immigration enforcement and detention
- Work with a team to develop and implement strategies incorporating impact litigation, direct representation, policy advocacy, and community organizing
- Refer individuals to other community resources and legal services as appropriate

Required Qualifications

- Strong commitment to social, economic, and racial justice
- Experience with community organizing, advocacy, or strategic campaigning – knows how to identify an issue, bring a community together, and achieve lasting change
- Demonstrated experience working with individuals and/or communities directly impacted by economic and racial injustice
- Ability to work in teams and own or delegate tasks as defined by the team roles
- Access to reliable transportation and willingness to occasionally travel to other parts of the state and to LAJC’s other offices
- A high level of Spanish language proficiency, sufficient to meet with community members without an interpreter present

Preferred Qualifications

- Lived experience in communities historically marginalized due to race, immigration status, gender, etc.
- Experience using media to amplify needs of a community
- Ability to use a variety of tools to reach the community, account for accessibility needs, and keep people engaged (ex. online tools, door-knocking, social media)

Location

While the initiative has a statewide scope, we are looking to base this role out of LAJC’s Charlottesville or Richmond offices. Occasional statewide travel will be required.

Start Date

Please apply as soon as possible. We accept applications on a rolling basis but will begin reviewing applications starting on Feb. 1st, 2021.

Salary

Salary range is \$45,000 to \$60,000 based on years of relevant experience and LAJC’s formal salary scale.

Benefits

- Generous leave
- Excellent family health, dental, and optical insurance
- 403(b) pension plan
- Personal professional development budget

Application Instructions

Email a cover letter or advocacy writing sample and resume to Luis Oyola at [hiring@justice4all.org](mailto: hiring@justice4all.org). If you’re able, please submit your application as a single PDF titled “[date submitted in yyyy.mm.dd format][last name][first name][position sought].” Please include “Immigrants’ Rights Community Organizer” in the email subject. Applicants are encouraged to highlight experience in working with low-income individuals and communities, connections to immigrant communities, and any experience in organizing for change and

reform and/or coalition building. Please also highlight any specialized skills, such as fluency in a second language or technology skills.

Applications will be accepted and reviewed on a rolling basis, and candidates are encouraged to apply as soon as possible. Questions about the role? Contact Luis Oyola at luis@justice4all.org or hiring@justice4all.org.

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.