

Workers' Rights Organizer

Virginia Justice Project for Farm and Immigrant Workers

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 Central and Northern Virginia, and its work broadly impacts the entire state. Just in the past year, our team of attorneys and organizers won a class-wide injunction ordering healthcare reforms in a women's prison, a national settlement providing new avenues for relief to over 400 traumatized asylum-seekers whose children were taken from them at the border, worked successfully in partnership with community leaders to demand police accountability, and won major legislative reforms regulating school policing.

Founded in 1967, LAJC provides services under four key program areas: Civil Rights & Racial Justice, Economic Justice, YouthJustice Services, 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 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. Within IAP, the **Virginia Justice Project for Farm and Immigrant Workers** provides legal services, resources, and community legal education to low-income workers, including farmworkers and seafood workers, poultry and meatpacking workers, and other immigrant and migrant workers.

The organizer will be part of this statewide workers' rights project designed to improve the lives and working conditions of workers across Virginia through impact litigation, individual legal representation, advocacy, and direct organizing. The team consists organizers, attorneys, law students, and volunteers.

About the Position

LAJC seeks a Community Organizer to be based out of Southwest Virginia, specifically in the Carroll/Grayson County area. The organizer will provide outreach to and organize alongside communities in SW VA to fight exploitation and injustice and to build community power around one or more of the following areas: worker rights, civil rights, and education.

LAJC does not have a physical office in SW VA, so the person accepting this position will work out of their home office. LAJC will provide all office equipment necessary to work out of the home office, and all client meetings will take place offsite.

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.

Required Qualifications

- A high level of Spanish language proficiency, sufficient to interview workers without an interpreter present.
- Willingness to travel in SW VA, including occasional same-day or overnight statewide travel, as well as access to reliable transportation; willingness to work nights and weekends as needed.
- Reliable internet connection or access to the same.
- The ability to work with a team to develop and implement multifaceted advocacy strategies incorporating impact litigation, direct representation, policy advocacy, and community organizing.
- An ability to balance a variety of responsibilities with a healthy sense of humor.
- Valid driver's license.
- Access to reliable transportation.

Preferred Qualifications

- Prior experience working with immigrant communities
- Experience with Microsoft Office, Sharepoint and other office tools

Location

Southwest VA area

Start Date

The position will be open until filled.

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) retirement plan
- Personal professional development budget

**Application
Instructions**

Email a cover letter and resume and three references to Jason Yarashes at hire@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 "Workers' Rights Organizer" in the subject line. The cover letter should highlight experience in working with low-income individuals and communities, connections to the greater Southwest Virginia community, and any experience in organizing for change and reform and/or coalition building.

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.