



Bilingual (Spanish) Immigration Staff Attorney- ORR Detention Representation

APPLICATION DEADLINE

Review of candidates will begin immediately and continue until the position is filled.

ABOUT LEGAL SERVICES FOR CHILDREN

Founded in 1975, Legal Services for Children (“LSC”) is one of the country’s first non-profit law firms dedicated to providing free legal representation and social work services to children. Our mission is to ensure that all children in the San Francisco Bay Area are raised in a safe environment with equal access to a meaningful education and other services that are necessary to thrive and grow. We believe that youth deserve positive alternatives to unnecessary placement in foster care, juvenile justice facilities, and immigration detention.

LSC started the interdisciplinary approach that is considered a best practice in juvenile law today. We deploy attorney-social worker teams to assist Bay Area children who need to access the legal system to stabilize or improve their lives. LSC’s attorneys represent children in legal matters that involve guardianship, dependency, school discipline, immigration, and other civil legal matters. Our social workers provide crisis intervention, case management, counseling, and psychosocial assessments. LSC staff also engage in policy and advocacy projects aimed at advancing the rights of children.

To promote social justice and best serve our clients, LSC is committed to maintaining a diverse staff and providing services with cultural humility. We are committed to fostering, cultivating and preserving a culture of equity, diversity and inclusion and ensuring a workplace where staff can flourish and grow professionally, and well beyond. We strongly encourage candidates from traditionally underrepresented communities and historically oppressed groups including People of Color and LGBTQ individuals to apply. Bilingual/bicultural candidates are strongly encouraged to apply.

ABOUT THE POSITION

LSC seeks an attorney to provide consultation and counsel to children detained in Office of Refugee Resettlement (“ORR”) custody in immigration proceedings. In cases where representation is initiated in detention and clients are released locally or transferred to ICE detention after turning 18, representation continues beyond ORR detention. Clients are primarily Spanish speakers with many youth speaking Indigenous languages from Mexico and Guatemala as well.

We welcome applicants at all levels and provide opportunities for training and leadership. We will also consider candidates pending State Bar Exam results and encourage recent law school graduates to apply!

Duties include:

- Providing know your rights presentations (KYRs) and counsel to children and youth detained in ORR facilities in Northern California
- Conducting legal screenings, client interviews, and factual and legal investigations, developing case strategies and case plans, and engaging in oral and written advocacy as part of representing children in immigration matters (primarily Asylum, T and U visa cases, and SIJS)
- Representing children in immigration matters, including Immigration Court proceedings and related state court matters (probate and dependency as needed), as well as applications before U.S. Citizenship & Immigration Services (USCIS) and cases before Board of Immigration Appeals (BIA)

- A strong commitment to the rights of detained youth is essential as is the ability to respond quickly and efficiently to the demands and deadlines of a fast-paced caseload.

Requirements:

- A current Bar Membership in good standing preferred. We will consider candidates pending State Bar Exam results.
- Spanish fluency is required
- Valid California Driver's License - weekly travel to ORR facilities is required (once the pandemic allows).

Desired Qualifications:

- Experience in the practice of immigration law
- Demonstrated commitment to the rights of children and experience working with children who have experienced trauma and have been impacted by oppressive systems
- Ability to work efficiently and effectively under pressure and in crisis situations
- Well-organized, motivated, creative, and independent, yet also able to work in a team-oriented environment
- Commitment to providing culturally responsive services
- Excellent verbal, interpersonal, writing, and interviewing skills
- Ability to work as part of an interdisciplinary team

Please note that due to COVID19, some employees at Legal Services for Children (LSC) are working remotely but with options and expectations to come into the office when necessary. LSC is currently working on a gradual return to office plan. This position will be eligible for a "hybrid" model in which the person can work some of the time outside of the office, even after we have fully reopened.

This position is in a bargaining unit represented by IFPTE Local 20.

Salary & Benefits:

Salary is commensurate with experience, ranging from \$63,000 to \$85,000. Benefits include fully paid health insurance for employees and partially paid for child dependents (medical, dental and vision), retirement contribution, as well as pre-tax on qualifying FSA and transit expenses. LSC's dedicated staff team enjoys generous paid leave (vacation, sick, holiday, and sabbatical).

APPLICATION PROCESS

Please send cover letter, resume, brief writing sample, and contact information for three references to jobs@lsc-sf.org, with "Immigration Staff Attorney" in the subject line. **In your cover letter, please address the following in order for your application to be considered:**

LSC's clientele is extremely diverse, and the majority of our clients are low-income youth of color. To ensure that our agency is best serving these children, LSC strives to promote an evolving set of behaviors and attitudes amongst our staff, as well as policies that enable us to work effectively in all cross-cultural situations, with clients, with our coworkers, and with the community. We see this as a commitment to enhance the provision of our services to all clients; to raise the level of positive client outcomes; and to create an inclusive and respectful workplace in which differences are acknowledged and valued. **How do you think your personal background or experiences, professional or otherwise, have prepared you to contribute to our commitment to cultural humility and diversity amongst our staff?** Feel free to think

broadly about your response to this question, applying various aspects of your life and personal experiences.