

Position Title: Staff Attorney

Classification: Full-Time Exempt Union Position, Limited Term (one year)

Compensation: \$87,181 - \$97,059 (depending on relevant years of experience which determines placement on the organization's salary scale), plus generous benefits

Location: Remote

Organizational Background:

The National Immigration Project is a national membership organization of attorneys, advocates, and community members who believe that all people should be treated with dignity, live freely, and flourish. For over 50 years, the organization has litigated, educated, advocated, and built bridges across movements so that those who are most harmed by the immigration and criminal systems are uplifted and supported.

Position Overview:

The National Immigration Project seeks a highly motivated attorney for a full-time, temporary position, for our IMPOWER collaboration with AFL-CIO affiliated unions to protect immigrant workers' rights. The attorney will work closely with the IMPOWER team to conduct screenings for impacted workers, refer workers in need of representation to outside attorneys, take on representation in a limited number of cases, and support rapid response to enforcement actions against union members. Deep expertise in immigration law and the immigration system, particularly preparing for enforcement and representing detained clients, will be important for this role.

The position currently has a duration of one year; however, there is a possibility of extension.

Key Responsibilities:

- Conduct screenings for union members with temporary statuses such as TPS, DACA, DALE, or other forms of deferred action or parole to identify relief or defenses to deportation for which they may be eligible.
- Conduct virtual and in-person screening clinics in strategic locations where participating unions have identified large groups of members who require assistance.
- To the extent possible, provide referrals to other attorneys or, if capacity allows, limited representation of workers in relief applications, removal defense proceedings, bond hearings, or habeas.
- Provide rapid response support if worksite enforcement or other mass enforcement actions impacting participating union members occurs.
- Collaborate with the IMPOWER team on legal strategies for workers referred by AFL-CIO affiliated unions.

Qualifications:

- **Experience:** 3-6 years of experience in immigration representation, including bond representation, habeas, and other relevant legal advocacy on behalf of detained immigrants.
- **Skills:** Excellent research, writing, and communication skills.
- **Knowledge:** Knowledge of the immigration system, including immigration detention and legal issues related to detention.
- **Languages:** Proficiency in Spanish is highly desirable.
- **Education:** J.D. or equivalent, admission to at least one state bar and one federal court.
- **Attributes:** Community-oriented, proactive, and able to manage multiple projects simultaneously. Strong problem-solving skills and the ability to work both independently and as part of a team. Highly organized and self-driven. Action-oriented and able to participate in rapid response work.

Compensation & Location: Salary in the \$87,181 - \$97,059 range, commensurate with relevant years of experience which determines placement on the organization's salary scale. Excellent benefits, including medical, dental, retirement, and generous vacation and leave time. This is a full-time exempt union position. All National Immigration Project union staff are represented by the National Organization of Legal Services Workers (NOLSW), UAW Local 2320, AFL-CIO. This position is fully remote, though occasional travel is required for in-person meetings.

Ideal Start Date: Monday, October 19, 2026

How to Apply: Interested candidates should submit a cover letter, resume, three references, and a short (5-page) writing sample in a single PDF to jobs@nipnlg.org. Include "IMPOWER Attorney" in the subject of email. Position open until filled, although applicants are encouraged to apply as early as possible. No phone calls please.

National Immigration Project is an Equal Opportunity Employer that actively recruits women, Black, Brown, Indigenous, and other People of Color, persons with disabilities, persons of diverse gender and sexual identities, immigrants, and formerly incarcerated persons.