

JOB ANNOUNCEMENT

Position: Staff Attorney Fellow

Reports to: Immigrants' Rights Managing Attorney

Assignment length: 2 years (with efforts to secure continued funding) - **open immediately**

Bargaining Unit: Yes

FLSA: Exempt

Position Summary

Centro Legal de la Raza's Immigrants' Rights practice specializes in direct representation of noncitizens before U.S. Citizenship and Immigration Services, the San Francisco, Concord, and Sacramento Immigration Courts and Board of Immigration Appeals, California State Courts, the U.S. District Courts for the Eastern and Northern Districts of California, and the Ninth Circuit Court of Appeals. Centro Legal de la Raza is seeking a two-year removal defense fellow—with efforts to secure continued funding—who is committed to advancing social justice through the provision of immigration legal services. The fellow's caseload will primarily consist of cases before both the federal courts and immigration agencies for detained and non-detained clients in removal proceedings. The fellow will also provide limited-scope legal services and consultations in clinic settings, including in ICE detention centers throughout California. **This position is open immediately.**

Primary Responsibilities

- Provide direct immigration legal services to clients and community members, including: full-scope representation before USCIS, EOIR, ICE, and state and federal courts; limited-scope legal representation and/or pro se assistance for individuals vulnerable to enforcement and removal; and comprehensive immigration legal consultations with potential clients and community members.
- Emergency response to reports of immigration enforcement in Alameda County, including advocacy and legal representation on behalf of detained community members before the various agencies of the Department of Homeland Security as well as federal courts.
- Participate in legal workshops, presentations, clinics, and other off-site events and initiatives, including at ICE detention centers throughout California.
- Collaborate with non-attorney staff and oversee interns and volunteers on the work described above.
- Collaborate with local, regional, and national partners on policy initiatives, funding, and litigation efforts, under the lead of managing and/or directing attorneys.
- Other appropriate work as assigned by supervising, managing, and/or directing attorneys of the Immigrants' Rights practice.

Qualifications

The applicant must profoundly share Centro Legal's mission and vision of racial, economic and social justice. Additional qualifications include:

- J.D; admitted and in good standing with the California State bar (law graduates awaiting February 2026 bar results will be considered);
- Demonstrated commitment to immigrant justice;
- Language requirement: Fluency in English and Spanish strongly preferred. We may consider candidates who have fluency in English and another language spoken by immigrant communities in Alameda County;
- Knowledge of and/or experience in immigration law strongly preferred, including pre-JD experience in an immigration law setting and/or personal experience with the immigration legal system; alternatively, we will consider candidates with a strong professional background working with immigrant communities in a context other than immigration law;
- Familiarity with trauma-informed lawyering skills and practices for working with survivors of violence, incarcerated individuals, and/or other forms of trauma;
- Willingness to conduct training and outreach activities throughout Alameda and Contra Costa Counties and travel to detention centers throughout California;
- Strong writing, research, analytical, organizational, and verbal communication skills; strong leadership skills and experience performing presentations or trainings preferred;
- Ability to work cooperatively on projects with lawyers, non-lawyer legal staff, and diverse community organizations; and
- Demonstrated commitment to diversity within the office and a personal approach that values all individuals and respects differences regarding race, ethnicity, age, gender identity and expression, sexual orientation, religion, ability, socio-economic circumstance, immigration status, and record of arrest or conviction.

Compensation

This is an exempt full time position that is competitive and commensurate with experience ranging from **\$75,321-\$84,731**.

Benefits and Perks

We offer a competitive and comprehensive benefits package to include: medical, dental, vision, long-term disability and life insurance.

- Medical coverage (Kaiser) will be provided at Centro Legal's expense covering 100%, and 50% for dependents, spouses, and partners. Our alternative health plans with United Health Care at an additional premium cost.
- Additional Benefits include: Health Care FSA, Dependent Care FSA, commuter benefits, pet insurance, and Employee Assistance Plan.
- PTO: Vacation: 0-1 year 16 days per year, 1-2 year 18 days per year, Over 2 years 23 days per year, (1) paid wellness days per month, 12 sick days per year.
- Office Closure: 12 holidays + 8 work days, to include the period from December 24th through January 1st

***Note:** Centro Legal de la Raza is currently engaged in collective bargaining. As such, certain benefits, including time-off policies, are subject to change based on ongoing negotiations.

COVID 19 Policy

Centro Legal requires all employees to comply with current state and local public health guidelines. Proof of vaccination may be required, with accommodations for medical or religious reasons.

Working Conditions

- Hybrid working environment, including regular in-person attendance at events
- Prolonged periods of sitting at a desk and working on a computer. Often communicating with people using the phone, email, via video call, or in person.

To Apply

Review of applications will begin immediately and continue until the position is filled. Applicants should apply without delay. To apply, please send a cover letter describing your interest in this particular position, resume, and list of three professional references by email to jobs@centrolegal.org, with the subject line, **"Immigrants' Rights Removal Defense Staff Attorney / Fellow"** in the subject line.

POSITION OPEN UNTIL FILLED

About Centro Legal de la Raza

Founded in 1969 and headquartered in Oakland, California, Centro Legal de la Raza (Centro Legal) is a comprehensive legal services and advocacy organization protecting and advancing the rights of immigrant, low-income, and Latino communities through bilingual representation, education, and advocacy. We combine quality legal services with know-your-rights education, affirmative litigation, and youth development, ensuring access to justice for thousands of individuals and families each year throughout Northern and Central California.

For more information, visit our website: <https://centrolegal.org/>

Diversity Statement

Centro Legal's mission includes advancing social, economic and racial justice. We are committed to fostering, cultivating and preserving a culture of equity, diversity and inclusion within and ensuring a workplace where all staff can flourish and grow professionally and well beyond. Our staff are the most important part of our ability to achieve our mission. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation, sustainability and our organization's success. Centro Legal is an equal employment opportunity employer and does not discriminate on the basis of race, color, religious creed, sex, pregnancy), gender, national origin, ancestry, citizenship, age, medical condition including genetic characteristics, mental or physical disability, military or veteran status, marital status, family responsibilities, caregiver status, sexual orientation, gender identity (including transgender status),

gender expression, weight, height, linguistic characteristics (such as accent and limited English proficiency where not substantially job-related), citizenship status, status as a victim of domestic violence, sexual assault, or stalking, HIV/AIDS status, or any other basis prohibited by law. Centro also prohibits discrimination based on a perception that an individual has any of the characteristics of the protected classes listed above, and further prohibits discrimination against an individual who is associated with a person who has, or is perceived to have, any of those characteristics.