Immigrants’ Rights Legal Fellow
ACLU of Utah

The American Civil Liberties Union of Utah seeks to hire a passionate and innovative full-time Immigrants’ Rights Legal Fellow to build upon our past and current litigation and lead new advocacy efforts in support of immigrant and refugee communities across Utah.

The Immigrants’ Rights Legal Fellow is a newly-created position that will report to the Legal Director and work in close collaboration with the legal team and other staff members across the organization.

This position is primarily grant-funded, with a minimum commitment of two years. Continuation of the position beyond that date is uncertain and dependent on funding.

Commitment to Diversity and Inclusion:
The ACLU of Utah is an equal opportunity employer. We value a diverse workforce and an inclusive culture. We believe that having a board, staff, and volunteer base with diverse personal and professional backgrounds and lived experience enhances our ability to meet our mission and creates an environment where all members of our community can thrive. We strongly encourage and greatly value applications from women, people of color, immigrants, persons with disabilities, members of the LGBTQ community, those who have been formerly incarcerated, and other underrepresented and historically marginalized groups.

Position Overview and Functions:
The Immigrants’ Rights Legal Fellow will be responsible for educating, organizing, advocating, and litigating to advance the civil rights and liberties of immigrants and refugees in Utah. The attorney holding this position will work on a range of immigrants’ and refugees’ rights issues in Utah. This is an ideal opportunity for a talented attorney to make a significant impact statewide.

Specifically, the Immigrants’ Rights Legal Fellow will:
• Function as part of the legal team in pursuing active legal matters and identifying future potential legal cases that advance immigrants’ and refugees’ rights;
• Provide support to legislative efforts to maintain and expand immigrants’ and refugees’ rights in Utah;
• Help develop, launch and implement advocacy campaigns to further advance immigrants’ and refugees’ rights at the municipal, county, and state level;
• Engage with and alongside coalition partners conducting immigrants’ and refugees’ rights work;
• Develop strategies to educate and empower identified populations in need of immigrants’ and refugees’ rights information, including in multiple languages;
• Provide relevant trainings to a variety of audiences;
• Support national ACLU initiatives related to immigrants’ and refugees’ rights;
• Perform other related duties as required.

QUALIFICATIONS:
Qualified candidates will have:

- Demonstrated commitment to immigrants’ and refugees’ rights;
- A law degree and admission to at least one state bar;
- At least one year of litigation experience or a judicial clerkship;
- Confidence speaking to large groups, diverse audiences, and the media;
- Strong research, writing, analytic, and time-management skills and attention to detail;
- Excellent interpersonal skills, including the ability to communicate accurate information both in writing and verbally;
- Ability to work independently and effectively in a fast-paced environment;
- Experience working in a collaborative setting or working in coalitions;
- A commitment to diversity- a personal approach that values the individual and respects differences of race, ethnicity, age, sex, sexual orientation, gender identity and expression, religion, ability, involvement with the criminal justice system, and socio-economic circumstance;
- Ability to accommodate occasional statewide travel and variable hours including some evenings and weekends.

Strongest candidates will also have:

- Federal court litigation experience;
- Public speaking experience;
- Proficiency in Spanish;
- Experience in community organizing, community outreach, or campaigns;
- Understanding of Utah-specific immigration laws and policies.

SALARY & BENEFITS:
The salary range for this position is $50,000-60,000 depending on experience. Excellent benefits include paid time off, generous paid holidays, medical, dental, and vision insurance, 401(k) plan with employer matching contribution that vests after one year of employment, life and short-term and long-term disability insurance.

TO APPLY:
Please send a cover letter and resume to jobs@acluutah.org in pdf format.

Application review will begin in January and will continue until the position is filled

Founded in 1958, the ACLU of Utah is a not-for-profit, nonpartisan organization that utilizes legal, legislative, and public education approaches to fight for individual rights and fundamental freedoms. Our mission is to defend and promote the fundamental principles and values embodied in the Bill of Rights and the U.S. Constitution, including reproductive freedom, immigrant rights, free speech, racial justice, privacy, religious liberty, LGBTQ rights, and more. For more information, please visit www.acluutah.org