



AMERICAN CIVIL LIBERTIES UNION OF UTAH
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Job Posting: Immigrants' Rights Policy Fellow ACLU of Utah

The American Civil Liberties Union of Utah seeks to hire a passionate and innovative full-time Immigrants' Rights Policy Fellow to assist with and develop policy and advocacy efforts in support of immigrant and refugee communities across Utah.

This one-year fellowship is designed for an individual early in their career who is interested in learning more about policy and advocacy at a local, state, and federal level. This position will report to the Staff Attorney and work in close collaboration with our policy team, outreach team, and other staff members across the organization.

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 Policy Fellow will be responsible for supporting existing immigrants' rights policy efforts and campaigns, educating, and advocating to advance the civil rights and liberties of immigrants and refugees in Utah.

Specifically, the Immigrants' Rights Policy Fellow will:

- Provide support to legislative and policy 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 various community and coalition partners conducting immigrants' and refugees' rights work;
- Help develop strategies to educate and empower identified populations in need of immigrants' and refugees' rights information;
- Provide relevant trainings to a variety of audiences;
- Support national ACLU initiatives related to immigrants' and refugees' rights;
- Perform other related duties as required.

Qualified candidates will have:

- Demonstrated commitment to immigrants' and refugees' rights;
- At least one year experience working with immigrant or refugee communities;
- Confidence in speaking to large groups and diverse audiences;
- Research, writing, and time-management skills and attention to details;

- Strong interpersonal skills, including the ability to communicate 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 have:

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

Salary and Benefits:

The salary range for this position is between \$43,000 and \$48,000. 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. Incomplete applications will not be considered.

Application review will begin in April 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.