



EMPLOYMENT OPPORTUNITY **IMMIGRANTS' RIGHTS FELLOWSHIP**

The American Civil Liberties Union Foundation (ACLU) of Texas seeks applications from recent law school graduates or judicial law clerks for an Immigrants' Rights Fellowship. The fellowship will be for an 18-month term, beginning in the fall of 2018, and will be based in El Paso, an epicenter in the fight for immigrants' rights.

The ACLU is the nation's foremost defender of civil liberties and civil rights, dedicated to defending the Bill of Rights and advocating for marginalized communities through litigation, legislation, and public education. The ACLU of Texas, founded in 1938 and headquartered in Houston, is the one of the largest ACLU affiliates in the nation. The ACLU of Texas has regional offices in Austin, Brownsville, Dallas, and El Paso.

Overview

The Fellow will work with our Legal Department on a range of immigrants' rights issues occurring in Texas and New Mexico and assist the national ACLU's Immigrants' Rights Project (ACLU IRP) with nationwide immigrants' rights class actions. Specifically, the fellow will:

- conduct legal research on the civil rights and liberties issues implicated by current and forthcoming immigration policy;
- investigate and document abuses stemming from those policies occurring;
- assist in preparing federal impact litigation;
- organize and conduct community education and outreach events; and,
- advocate to advance the civil and human rights of noncitizens.

The fellow will also work with the Communication, Political, and Policy departments to further the organization's advocacy work on immigrants' rights. The fellowship will require regular travel throughout the states of Texas and New Mexico and periodic trips to either San Francisco or New York.

Qualifications

- JD, with up to three years of experience preferred.
- A judicial clerkship is preferred but not required.
- Demonstrated commitment to civil rights and liberties generally and to immigrants' rights especially.
- Knowledge of immigration law and broad substantive knowledge of constitutional law required.
- Exceptional analytic, research, writing, and oral advocacy skills.
- Ability to effectively communicate legal concepts to a variety of audiences, including judges, community residents, and policymakers.
- Demonstrated experience working in a fast-paced environment with keen ability to work on multiple projects at the same time, set priorities, manage work, and meet deadlines.
- Enthusiasm, patience, and cultural competence to work cooperatively on a variety of projects with cooperating attorneys, ACLU and other public interest attorneys; communications, development, outreach and policy/political strategies staff members; and with diverse community organizations and coalitions.
- Experience working and communicating with marginalized or vulnerable communities.
- Personal enthusiasm, optimism, and a sense of humor.
- A commitment to diversity; a personal approach that values the individual and respects differences of race, ethnicity, age, gender, sexual orientation, gender identity and expression, religion, ability, and socio-economic circumstance.
- Willingness and ability to travel and work extended hours, including nights and weekends as needed.
- Full professional or native proficiency in Spanish (written and spoken) is required.
- Licensed to practice law and a member of the State Bar of Texas preferred.

Compensation

Salary range is comparable to other public interest legal organizations in the region, with excellent benefits.

To Apply

Send a cover letter, resume, writing sample, and the names and contact information of three professional references by email to Christopher Clay, cclay@aclutx.org, and include "Immigrants' Rights Fellowship" in the subject line. **Please do not apply if you are not proficient in Spanish.**

Applications will be accepted until August 15, 2018.

This job description provides a general but not comprehensive list of the essential responsibilities and qualifications required. It does not represent a contract of employment. The ACLU of Texas reserves the right to change the job description and/or posting at any time without advance notice.

The ACLU of Texas is an equal opportunity employer. We value a diverse workforce and an inclusive culture. The ACLU of Texas encourages applications from all qualified individuals without regard to race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, marital status, citizenship, or veteran status.

The ACLU of Texas undertakes affirmative action strategies in its recruitment and employment efforts to assure that persons with disabilities have full opportunities for employment in all positions.