



JOB POSTING STAFF ATTORNEY IMMIGRATION LEGAL SERVICES

Job title: Staff Attorney, Immigration Legal Services
Reports to: Immigration Legal Services Director
Job type: Full-time, hybrid
Salary: From \$74,000
Apply here: <https://forms.office.com/r/hJVdpCwfYY>
Deadline: February 3, 2026

The Advocates for Human Rights: The Advocates is a volunteer based, non-governmental, non-profit 501(c)(3) organization dedicated to the promotion and protection of internationally recognized human rights. The Advocates' programming focuses on women's rights, including freedom from violence; migrant and refugee rights, including both advocacy and legal services; peacebuilding in post-conflict societies; due process and freedom from persecution; and economic and social rights. The Advocates work to bring about systems change, reinforce accountability mechanisms, raise awareness, foster tolerance, and help individuals more fully realize their inherent rights.

Position Summary

Immigration Legal Services focuses on representing asylum seekers, unaccompanied children, and trafficking survivors in their immigration cases, while also supporting Pro Bono volunteers in this critical work. As a Staff Attorney in Immigration Legal Services, you will specialize in removal defense and asylum litigation, with a focus on representing, and supporting volunteers who represent, individuals in immigration court proceedings, including detained individuals facing deportation and prolonged detention.

Your primary objective is to provide high-quality legal representation and volunteer support in removal proceedings, asylum cases, and related federal litigation while building strategic partnerships that support immigrants vulnerable to detention and deportation. You will serve as a skilled litigator handling complex immigration cases at both the administrative and federal court levels.

This role combines direct immigration litigation with pro bono program support. You will handle removal defense cases, asylum applications, appeals before the Board of Immigration Appeals, and federal litigation including habeas corpus petitions and other federal court challenges. You will also recruit and mentor pro bono volunteers to expand the reach of legal services. Your work requires strong litigation skills, expertise in asylum and removal defense law, knowledge of federal immigration litigation procedures, and the ability to work with volunteers to handle complex legal challenges on behalf of vulnerable immigrant communities facing deportation.

Who are we seeking to join our team?

We are looking for a dynamic individual who is driven by the hope of our clients and inspired by the generosity of our volunteers. You should be passionate about our mission, thrive in a collaborative team environment, and possess the creativity and dedication needed to expand legal services to underserved communities.

As a Staff Attorney, you are responsible for ensuring that The Advocates delivers expert legal services in removal defense, asylum cases, and federal immigration litigation while continuing to build sustainable pro bono networks. You are a strategic litigator who excels at handling complex cases before immigration courts and federal courts, including habeas corpus petitions and other federal challenges. You are excited about mentoring pro bono attorneys and translating your litigation expertise into accessible training materials that build volunteer capacity. You are committed to zealous advocacy for clients facing detention and deportation, ensuring they receive effective representation in removal proceedings and related litigation. You are nimble enough to adapt to our fast-paced environment while maintaining the compassion and professionalism our clients deserve. Finally, you are passionate about expanding access to justice through both direct representation and collaborative pro bono networks that strengthen the immigration legal system.

Primary Duties and Responsibilities

Pro Bono Attorney Support and Mentorship (approx. 60%)

- Support volunteer attorneys in removal defense, asylum litigation, and federal immigration matters, in collaboration with the Legal Director
- Develop specialized training programs for volunteers handling complex immigration litigation, including removal proceedings, asylum cases, and federal court matters, in collaboration with the Legal Director
- Review case intakes and work with the legal team to identify cases appropriate for volunteer placement or limited representation services
- Conduct case orientation meetings with clients and volunteer attorneys, including virtual and detention facility meetings
- Provide ongoing consultation and substantive legal support to volunteers managing complex litigation matters, including guidance on trial strategy, brief writing, and appellate issues, in coordination with the Legal Director
- Monitor volunteer attorney case progress and provide technical assistance on procedural and substantive immigration law matters
- Maintain and update pro bono manuals and resources specific to removal defense, asylum litigation, and federal immigration practice

Direct Client Representation (approx. 15%)

- Provide full representation in complex removal defense and asylum cases inappropriate for volunteer placement, working closely with the Legal Director on case strategy and litigation approach
- Handle federal immigration litigation matters, including habeas corpus petitions and other federal court challenges
- Appear at immigration court hearings and merits hearings, including proceedings in detention facilities
- Litigate appeals before the Board of Immigration Appeals
- Manage cases awaiting volunteer placement, ensuring continuity of representation

- Provide targeted legal assistance to clients requiring limited scope representation
- Conduct legal consultations at detention centers and other locations
- Prepare specific pleadings, applications, or documents for clients not requiring full representation
- Supervise program staff and interns in case support activities

Outreach and Training (approx. 15%)

- Conduct trainings for volunteer attorneys, legal service providers, and community partners on removal defense, asylum law, and federal immigration litigation
- Develop and deliver presentations on immigration litigation topics for legal and community audiences
- Create and update training materials, practice advisories, and resources for pro bono attorneys and the in-house legal team
- Represent The Advocates at bar association events, CLE programs, and professional conferences
- Build relationships with the private bar to expand pro bono capacity for immigration litigation matters
- Prepare educational materials for clients and community partners on immigration court processes and legal rights

Organization Duties (approx. 10%)

- Attend and participate in weekly staff meetings and bi-weekly team meetings
- Represent The Advocates on appropriate coalitions, bar association committees, and working groups
- Support program and organization-wide events that occur throughout the year
- Engage with supporters at House Parties and at the annual Human Rights Awards Dinner
- Participate in organization communications efforts, including the monthly newsletter, blogs, Volunteer Attorney Update, and Observer magazine
- Coordinate with the Legal Director on cases to ensure consistent overall strategy, direction, and messaging
- Coordinate with other programs to advance client-driven advocacy opportunities and policy priorities

Qualifications

Required:

- Admitted to practice and licensed in good standing in any state with a preference for Minnesota.
- At least 1 year of experience in immigration law, including legal clinics and internships. *Attorneys with more experience are encouraged to apply and compensation will reflect experience.*
- Experience with humanitarian immigration relief, particularly asylum.
- Experience with immigration litigation in federal court
- Experience working with low-income non-citizen clients.
- Initiative, independence, and collaborative problem-solving skills.
- Ability to work in-office, virtually, and at clinic and detention sites.
- Willingness to travel at least twice a month to detention centers and, less frequently, to clinics and events in greater MN, ND, and SD.

Preferred:

- Fluency in another language spoken by our client population with a preference for Spanish.
- Experience providing legal training or managing volunteers.
- Experience with legal clinics.
- Experience with outreach and engagement.

Compensation

Compensation is commensurate with experience. Generous benefits package includes vacation (employees accrue 3 weeks of vacation during their first year, and up to 6 weeks after 5 years employment), 3 personal days, and 11 paid holidays, 2 weeks of accrued sick leave annually, 6 weeks paid parenting leave); employer-paid premiums for medical, dental, and long-term disability/AD+D/life insurance; and pre-tax retirement plan.

The staff attorney position is an entry-level position but requires licensure with at least one state bar. Starting compensation is commensurate with experience.

Location and Status

This position is currently hybrid, with at least 2 days/week in our downtown Minneapolis office. This position is not eligible for fully remote work.

This position is represented by the Office of Professional Employees International Union, Local 12.

This is an exempt position.

To Apply

Please use the following link to submit your application, letter of interest, and resume:
<https://forms.office.com/r/hJVdpCwfYY>

Application Deadline: February 3, 2026

Equal Opportunity Employer

The Advocates for Human Rights is an equal opportunity employer. The Advocates is committed to cultural diversity and does not discriminate on the basis of race, color, sex, age, religion, sexual orientation, disability or any other legally protected status.