



**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/N7S3QJyTjC>  
**Deadline:** September 27, 2025

**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, and supporting Pro Bono volunteers who represent, asylum seekers, unaccompanied children, and trafficking survivors in their immigration cases. As a Staff Attorney in Immigration Legal Services, you will work on all of the above case types with specialized focus on outreach and clinic operations throughout North Dakota and South Dakota, including critical work with individuals in immigration detention. Your primary objective is to expand access to legal services in underserved regions while building strategic partnerships that support immigrants vulnerable to detention and deportation.

This role combines direct legal services with community engagement and pro bono support. You will provide limited representation services, manage select full representation cases, and recruit and support pro bono volunteers to handle detention and Dakota-region cases. Your work will address significant gaps in legal services across rural and detention contexts, requiring both legal expertise and creative outreach strategies to reach vulnerable immigrant communities.

**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 while building sustainable partnerships and volunteer networks across the Upper Midwest. You are a creative problem solver who enjoys the challenge of developing innovative service delivery models for detention centers and rural communities. You are excited about translating legal knowledge into accessible training materials and building volunteer capacity to serve those most in need. You are committed to advocating for clients facing detention and deportation, ensuring they have fair access to legal representation. 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 building collaborative networks across Minnesota, North Dakota, and South Dakota to create a more accessible and welcoming immigration legal system.

### **Primary Duties and Responsibilities**

#### **Outreach and Partnership Development (approx. 25%)**

You will lead efforts to expand The Advocates' reach into underserved communities, particularly in North Dakota and South Dakota, and build strategic partnerships to support immigrants vulnerable to detention and deportation.

- Develop and maintain relationships with community organizations, legal aid providers, detention facilities, and other stakeholders across the Dakota region
- Conduct outreach to identify and connect with immigrant communities in rural and underserved areas
- Create and implement strategies to reach individuals in immigration detention centers
- Build partnerships with organizations serving vulnerable immigrant populations to prevent detention and support those facing deportation
- Represent The Advocates at community events, coalition meetings, and stakeholder gatherings
- Develop helpful outreach materials and resources for community and legal service partners

#### **Limited Legal Services in Detention and Legal Deserts (approx. 35%)**

- Staff and co-lead clinic operations to increase access to humanitarian immigration protection across Minnesota, North Dakota, and South Dakota.
- Conduct regular visits to local detention centers, providing legal consultations, limited legal services, and maintain a small caseload of full representation.
- Support the expansion of services in the Dakota region.
- Foster relationships with local partners in North and South Dakota to establish sustainable clinic locations and referral networks
- Travel regularly throughout Minnesota, North Dakota, and South Dakota to conduct on-site legal services and support ongoing efforts in the region
- Prepare and update pro se and pro bono training materials for asylum seekers and other humanitarian cases

### **Volunteer Attorney Support and Training (approx. 20%)**

- Recruit volunteer attorneys with capacity and interest in detention and Dakota-region cases
- Develop specialized training programs for volunteers handling detention cases
- Review case intakes and work with 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 support to volunteers managing complex detention and regional cases
- Monitor volunteer attorney case progress and provide substantive guidance as needed
- Maintain and update pro bono manuals and resources specific to detention and regional practice

### **Direct Client Representation (approx. 10%)**

- Provide full representation in complex cases inappropriate for volunteer placement, with emphasis on detention and Dakota-region matters
- Handle limited representation services for clients requiring targeted legal assistance
- Appear at USCIS interviews and immigration court hearings, including proceedings in detention facilities
- Manage cases awaiting volunteer placement, ensuring continuity of representation
- Supervise program staff and interns in case support activities

### **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 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 currently 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, salary position.

**To Apply**

Please use the following link to submit your application, letter of interest, and resume:

<https://forms.office.com/r/N7S3QJyTjC>

**Application Deadline:** September 27, 2025

***No phone calls, please.***

**Equal Opportunity Employer**

*The Advocates for Human Rights is an equal opportunity employer. The Advocates does not discriminate based on race, color, religion, sex, sexual orientation, gender identity, national origin, disability, status as a protected veteran, or any other legally protected status.*