

POSITION OPENING: Crimmigration Resource Attorney

The Washington Defender Association (WDA) is the statewide support infrastructure for Washington's public defense community. We serve over 1,600 members who are public defenders, investigators and other legal workers representing people facing the consequences of criminal legal system involvement. We are a small but mighty team guided by the belief that everyone belongs in the circle of human concern. We are dedicated to dismantling the barriers to belonging that burden all who are entangled in Washington State's criminal legal system and disproportionately fall upon Black, Indigenous and People of Color and other marginalized groups, such as noncitizens, differently-abled people, and those with behavioral health challenges, substance use disorder and neurodivergence.

Our stated core values reflect our goals towards becoming an organization that meaningfully and tangibly integrates an anti-racist, anti-oppression framework into all aspects of our work.

Our Work

Established in 1999, **WDA's Immigration Project** provides case assistance expertise, training and other resources to support public defenders in fulfilling their constitutional duties to avoid or mitigate the disproportionate immigration consequences to noncitizen clients. Our "crimmigration" team collaborates with community partners to advocate for systemic legislative and policy changes, with the overall goal of dismantling racist, inequitable laws and policies at the intersection of the criminal and immigration legal systems.

Who You Are

We seek a person with these qualities and skills:

- Minimum of two years of immigration law experience representing clients in removal proceedings.
- Strongest candidates will have:
 - Criminal defense experience;
 - Strong analytical and reasoning skills;
 - Proficiency in legal research, analysis, and case law review;
 - Effective and persuasive communication skills, both written and verbal;
 - Ability to work collaboratively;
 - Capacity to interact professionally with a wide range of parties; and

- Commitment to supporting clients and their attorneys.
- Member in good standing of the Washington State Bar Association (WSBA) or another state bar association. Membership in the WSBA is required within one year if currently licensed elsewhere.
- Demonstrated dedication to social justice, race equity and community engagement and a strong desire to become a leader in the crimmigration advocacy movement.
- Capacity to be self-directed and organized; take leadership on priority issues; engage in creative, strategic thinking and collaborative partnership to further WDA goals.

The Job

WDA staff currently work either remotely and/or in our Seattle office.

Due to the current demand for providing up-to-date information to public defenders with noncitizen clients, primary responsibilities will include:

- **Immigration Case Consultations:** Deliver high-quality, timely, case-specific support in response to a high volume of assistance requests from defenders.
- **Training:** Provide webinar and in-person training to defenders, community partners, and other criminal legal system stakeholders.

Additional work may include:

- **Defender Engagement:** Cultivate relationships with public defenders and defender offices throughout Washington that:
 - Ensure defender practices to provide effective assistance to achieve outcomes that avoid or mitigate immigration consequences.
 - Identify emergent issues and collaborative response strategies; and
 - Build capacity to leverage defender engagement toward local, state (and national) systemic changes in the criminal and immigration legal systems
- **Resources:** Develop practice advisories and other tools addressing immigration consequences of criminal convictions and criminal legal system involvement.
- **Systems Advocacy:** Engage with community partners and stakeholders to advance systems change advocacy on state and local issues regarding noncitizens who become involved in criminal legal systems; identify opportunities to integrate community partners into WDA advocacy efforts.

- **Case Consultations Within WDA:** Provide immigration law expertise in support of other projects at WDA.
- **Race Equity Work and Other Organizational Evolution Efforts:** Participate in WDA's internal and external work to actualize our commitments to [JustLead Washington's Race Equity and Justice Initiative \(REJI\)](#) framework and other projects focused on our growth and development.

COMPENSATION AND BENEFITS

SALARY RANGE: \$95,000 – \$110,000

BENEFITS: Excellent health insurance coverage, FSA program for medical, child care and transportation, SIMPLE IRA plan, and generous vacation policy.

TO APPLY

Applications will be accepted on a rolling basis, but priority will be given to those who apply by 5:00 p.m. April 7, 2025. Make "WDAIP Staff Attorney" your subject line and send RESUME, COVER LETTER, NAMES OF THREE REFERENCES, AND SHORT WRITING SAMPLE to: Scott Shoemaker: wda@defensenet.org

WDA is committed to creating a diverse, inclusive environment. We do not discriminate based upon race, ethnicity, religion, color, national origin, gender (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity, gender expression, social class, indigenous group membership, age, status as a protected veteran, status as a differently abled person or other applicable characteristics.