



**JOB ANNOUNCEMENT:  
LEGAL & POLICY DIRECTOR**

- Job Title:** Legal & Policy Director  
**Location:** Birmingham, Alabama  
**Salary:** The salary range for this position is \$45,000-\$53,000, depending upon experience and other factors in Adelante's salary scale. Adelante also offers an excellent benefits package including 15 vacation days, 16 paid holidays, and up to 12 wellness days per year, and 100% employer-paid medical, dental, and vision insurance plans, and reimbursement for bar admission and continuing legal education (CLE) fees.  
**Position Type:** Full-time (35 hours per week)  
**Start Date:** As soon as possible – ideally by June 1, 2021  
**Reports to:** Executive Director  
**Closing Date:** May 10, 2020, or until filled

Adelante seeks a full-time Legal & Policy Director to take charge of our select docket of labor and employment, immigration, and civil rights cases, provide legal research and strategic input to our member-led campaigns, and work side-by-side with our organizing staff and member-leaders to engage in know-your-rights education, policy advocacy, and litigation that advances Adelante's mission. The ideal candidate will be someone with experience litigating workers', immigrants' and/or civil rights matters in state and federal court and before federal agencies, and a deep commitment to a movement lawyering approach that is accountable to organized communities and centers the voices of working-class Black, Latinx, immigrant and indigenous peoples.

**About Adelante:** Adelante unites low-wage and immigrant workers and their families in the Birmingham area to defend their rights, promote our dignity, and pursue justice for all. Since our founding in 2014, Adelante has emerged as a strident voice for labor, immigrant and human rights in Alabama. Adelante merges community organizing, popular education, direct action, public and media advocacy, strategic litigation and legal representation, and arts and cultural celebration to realize a holistic vision for change from the bottom up. More information about Adelante's work is available at [www.adelantealabama.org](http://www.adelantealabama.org).

**Position Description**

The Legal & Policy Director's responsibilities will include:

- Managing Adelante's select docket of labor and employment, immigration, and civil rights cases
- Developing and filing new litigation and legal advocacy efforts that aligns with Adelante's mission and campaign priorities and upholds our movement lawyering approach
- Collaborating with organizers, community members, and allies to implement a participatory defense model on specific cases and campaigns involving wage theft and workplace abuse, detention and deportation, and civil rights violations

- Providing legal research, policy analysis and strategic input in support of grassroots advocacy campaigns led by Adelante's members and our coalition partners
- Working with organizers and member-leaders to develop know-your-rights trainings and materials
- Coordinating legal support for direct actions carried out by Adelante and our partners
- Building relationships with co-counsel and collaborators at legal organizations, law schools, and firms that can help increase Adelante's capacity to engage in groundbreaking, impactful legal work
- Supervising legal interns during the semesters and over the summer (in the future, the Legal & Policy Director may also be responsible for supervising other lawyers on Adelante's staff)

**Desired Qualifications:**

- Admitted to practice law in Alabama, or admitted in another state and willing to sit for the next Alabama bar exam
- At least two years of litigation experience in one or more of the following areas: labor and employment, removal defense, immigration bond and habeas, civil rights, open records and government transparency
- Strong oral and written advocacy and legal research skills
- Ability to communicate legal concepts in a manner that is accessible to Adelante's community base
- Creative and strategic thinker who recognizes both the power and the limits of the law
- Commitment to and understanding of movement lawyering and participatory defense models; demonstrated ability to collaborate with directly affected individuals and other non-lawyers on grassroots campaigns
- Deep passion for social justice, workers' and immigrants' rights; understanding of the interwoven nature of different struggles for Black and queer liberation, economic justice, immigrants' rights and other social movements
- Highly organized and self-motivated; ability to meet deadlines and move the work forward with minimal supervision
- Strong interpersonal skills, patience, and humility
- Spanish language ability is a major plus
- Candidates with direct personal and family experience with migration, incarceration, criminalization, and workplace exploitation are strongly encouraged to apply

**How to Apply:** Please email your resume, a cover letter, and a legal writing sample (10 pages or less) to Executive Director Jessica Vosburgh at [jessica@adelantealabama.org](mailto:jessica@adelantealabama.org) with the subject line "Legal & Policy Director."