



**LEGAL FELLOWSHIP (FALL 2025)  
FULL-TIME, EXEMPT  
GRANGER, SEATTLE, TACOMA, & WENATCHEE, WA**

## **ABOUT NORTHWEST IMMIGRANT RIGHTS PROJECT**

Founded in 1984, Northwest Immigrant Rights Project (NWIRP) is a nationally-recognized legal services organization on the front lines of defending and advancing the rights of immigrants. Each year, NWIRP provides direct legal representation and assistance in immigration matters to thousands of people with low incomes who come from over 150 countries and speak over 60 different languages. NWIRP challenges unjust policies through high-impact lawsuits and advocates for laws and policies that respect the rights of immigrants. NWIRP is also a trusted provider of immigration-related community education for immigrant communities and social service providers. NWIRP has a staff of over 150 and an annual budget of over \$20 million. NWIRP serves the community through four offices in Washington State (Granger, Seattle, Tacoma, and Wenatchee), but the impact of our work is felt nationwide.

## **SUMMARY**

**Northwest Immigrant Rights Project (NWIRP) invites rising third-year law students, recent law graduates, and judicial clerks to apply for a sponsorship opportunity to work with us as a Legal Fellow to begin in Fall 2025.**

Under the mentorship of our experienced staff, the fellow will focus on a dedicated legal project to further NWIRP's mission of promoting justice by defending and advancing immigrant rights through direct legal services, systemic advocacy, and community education.

NWIRP seeks to serve as a host organization for applicants for one- or two-year public interest fellowships funded by outside organizations such as Equal Justice Works, Justice Catalyst, the Skadden Foundation, and law school programs. NWIRP is proud to support aspiring immigrant rights attorneys who can help us fight toward justice for the immigrant communities in Washington State and across the country.

NWIRP is interested in developing projects related to increasing legal access to the most underrepresented communities, such as youth and rural populations. **NWIRP hopes to sponsor two fellowship candidates** and will work with each candidate to finalize the project proposal.

## **COMPENSATION AND BENEFITS:**

NWIRP is proud to be a unionized employer. Although NWIRP's Collective Bargaining Agreement (CBA) does not cover this full-time position, the fellow would be eligible for many of the benefits we usually extend to our union staff, including the following employee benefit provisions.

As of 2024, the beginning annual salary for attorneys with no experience is \$78,132.50 and rises to \$80,771.93 upon bar admission. (Salary may increase in 2025 per NWIRP's CBA.) NWIRP is also proud to offer a generous benefits package, including:

- Fully paid health, vision & dental plans for employee-level coverage with employer-funded HRA and HSA options
- FSA and Dependent Care accounts
- Automatic employer contribution of 3% of salary to 403(b) retirement plan
- Generous paid health-related leave (12 days per year) and vacation (16 days during your first year)
- 14 paid Holidays with the ability to float 5 holidays
- Subsidized transit pass if based out of Seattle or Tacoma; parking access in Granger and Wenatchee
- Employer-paid disability/life/AD&D coverage; Long-term care insurance
- Eligibility to earn compensatory time
- Opportunities for paid professional training

If the fellow were to apply to and be offered a permanent union position after the fellowship ends, they would retain the seniority date for salary step and sabbatical purposes.

NWIRP is also an eligible employer under the Federal Public Service Loan Forgiveness (PSLF) program.

### COMMITMENT TO INCLUSIVITY, EQUITY, AND REPRESENTATION:

Northwest Immigrant Rights Project is an equal opportunity employer committed to having a diverse staff, board, and volunteer base reflective of the communities we serve and that enhances our ability to create a vibrant environment where all members of the NWIRP community thrive. We strongly encourage applications from individuals who identify as Black, Indigenous, People of Color (BIPOC), immigrants (including people who were formerly detained, undocumented, or who have navigated the immigration legal system), women, people with disabilities, members of the LGBTQ+ community, and individuals with diverse cultural backgrounds and language abilities.

NWIRP is committed to providing a work environment free from discrimination and harassment. NWIRP does not discriminate on the basis of class, race, color, sex, marital status, sexual orientation, gender identity, veteran status, political ideology, age, creed, religion, ancestry, national origin, or the presence of any sensory, mental, or physical disability. Excepting any undue hardship, NWIRP will provide reasonable accommodations upon request for candidates taking part in all aspects of the selection process. Please contact [HR@nwirp.org](mailto:HR@nwirp.org).

### TO APPLY:

**By July 7, 2024**, please send a cover letter and resume to [legalfellowships@nwirp.org](mailto:legalfellowships@nwirp.org). In your cover letter, please tell us why you are interested in working on a project with NWIRP as the host organization, indicate any project ideas you may have, and specify whether you would be amenable to working in any of the four NWIRP offices (Granger, Seattle, Tacoma, Wenatchee) and which is your preference. While you are welcome to bring any project ideas, full project proposals are not required at this stage. We will work with the selected candidates to form the project proposal based on the needs of the organization and the community.