



Receptionist / Front Desk Coordinator
Bilingual (Spanish / English)
Full-Time, Non-Exempt
Seattle, WA

<https://nwirp.org/join/jobs-internships/>

SUMMARY:

Northwest Immigrant Rights Project (NWIRP) is seeking a **full-time, bilingual, Receptionist / Front Desk Coordinator** for our Seattle office. Applicants must be fluent in English and Spanish, additional languages are a plus. The applicant must be able to start the position as soon as possible; and a minimum two-year commitment to the position is expected.

As the face and voice of NWIRP's Seattle office, our front desk staff are the first point of contact for community members seeking assistance. This role is shared by two team members who work together closely to manage all aspects of front desk operations.

NWIRP's front desk team directly engages with clients, screening calls and visitors to connect them with the appropriate units within the organization, and making referrals to NWIRP's partner agencies when needed. The receptionist/front desk coordinators handle scheduling for clinics and workshops hosted by NWIRP and its partners. Additionally, they oversee administrative tasks such as managing incoming and outgoing mail, with additional responsibilities assigned as necessary.

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. With over 150 employees, 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 serves the community through four offices in Washington State (Granger, Seattle, Tacoma and Wenatchee), but the impact of our work is felt nationwide.

RESPONSIBILITIES:

Reception (primary)

- Open and close office in coordination with office manager;
- Greet all in-person guests;
- Answer and return calls to the office main line and refer to appropriate staff or external agencies (including social service providers), as needed;

- Collect, open, date stamp and route incoming mail;
- Maintain an orderly environment for staff and guests in the lobby area and copy area by returning items to their locations;
- Schedule client appointments and workshops
- Maintain a basic working knowledge of significant policies, laws, practices, and trends in immigration law;
- Coordinate and supervise volunteer receptionists;
- Perform administrative tasks related to grant reporting and other requirements; and,
- Other duties as required.

Under attorney supervision

- Screen immigration assistance inquiries and refer callers/visitors to
- NWIRP's various units and offices;
- Conduct pre-screenings, by phone and in person, and interview potential clients to gather or clarify information; and,
- Coordinate intakes for potential clients and staff, including management of intake list.

Administrative Support (as time allows after other responsibilities are managed)

- Printing and mailing informational packets to community members and those being held in the detention center;
- Interpretation and translation of documents;
- Support workshops and outreach events; and,
- Other duties as required.

As of this posting, some NWIRP staff are working in a hybrid model, but this position requires full-time in-office presence from Monday through Friday, during regular office hours, which are currently 9:00am to 5:00pm.

SKILLS AND QUALIFICATIONS:

- Demonstrated commitment to advancing and defending the rights of immigrants and willingness to support NWIRP's [mission, vision, and values](#);
- Fluency in English and Spanish, and additional languages are encouraged;
- Strong ability to coordinate and collaborate closely with office colleagues;
- Experience with multi-line phone systems and handling calls in a high-volume environment;
- Proficiency in working with interpreters, either via phone or in person;
- Excellent client-centered customer service skills;
- Superior written and verbal communication skills, with a knack for organizing information clearly and concisely;
- Commitment to fostering a welcoming and professional inclusive environment for both staff and clients.
- Dedicated to working effectively in a diverse setting;
- Capable of working independently with competing deadlines, while also collaborating closely with team members;
- Resilient, patient, and possessing high personal integrity and strong interpersonal skills;
- Ability to manage multiple tasks efficiently, work well under stress, and adapt to rapidly changing needs;

- Highly motivated, resourceful, open-minded, and flexible, with a strong ability to adapt to change.
- Strong interpersonal skills for effective interactions with clients and staff;
- Punctual, with the ability to be ready to greet clients by 9:30AM and after lunch at 1:00PM;
- Proficient in web-based software, Microsoft Office applications (including Word and Excel), and web peer-to-peer communication platforms; and,
- Familiarity with G-suite tools (Google Drive/Docs/Sheets and Gmail), databases, internet browsers, and multifunction copiers/printers.

Physical demands: While performing the duties of this job, the employee is regularly required to sit, stand and walk; use hands to finger, handle, or feel; reach with hands and arms; talk and hear; utilize a phone, computer, keyboard, pen and paper. Occasional work on night and weekend hours. Travel may be required. Travel reimbursements apply.

Emotional demands: While performing the duties of this job, the employee is regularly required to discuss topics including, but not limited to, discrimination; child abuse, neglect, abandonment; domestic abuse; violence, and psychological trauma.

BENEFITS AND COMPENSATION:

This is a non-exempt, hourly position and the minimum pay rate for candidates with no experience is \$36.55 per hour (roughly \$66,531.38 annually) and is higher depending on years of directly relevant experience. For example, for someone with 10 years of directly relevant experience, the hourly compensation would be \$42.83 per hour (roughly \$77,950.77 annually); 20 years = \$48.92 per hour (roughly \$89,043.22 annually).

NWIRP is proud to be a unionized employer, and this **full-time** position is covered by NWIRP's Collective Bargaining Agreement. NWIRP offers a generous benefits package, including:

- Fully paid health, vision and dental plans for employee-level coverage with employer-funded HRA and HSA options;
- FSA and Dependent Care accounts;
- Automatic, employer contribution of 3% to 403(b) retirement plan;
- Generous paid health-related leave (12 days per year);
- Generous paid vacation (16 days during your first year);
- 12 weeks of paid parental leave after 6 months of employment, plus the ability to extend with State-paid leave;
- 14 paid Holidays with the ability to float 5 holidays;
- Employer-paid disability, life, AD&D and long-term care insurance;
- 4 weeks of paid sabbatical after every five years of employment at NWIRP;
- Eligibility to earn compensatory time;
- Opportunities for paid professional development; and
- New employees may be eligible for a relocation bonus, per the CBA; and,
- Subsidized transit pass is available for the Seattle office.

NWIRP is 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.

REPORTS TO:

General Intake Coordinator

TO APPLY:

Please upload a single-file document on our [Careers Page](#) containing your cover letter, resume, and a list of (3) references.

In your cover letter, please describe:

1. How your personal or professional experiences have prepared you for this role; and,
2. Share why you are passionate about advocating for immigrant rights.

Full consideration will be given to those who **apply by December 30, 2025**, but applications will be accepted on a rolling basis until the positions are filled.