



## Senior Litigation Counsel

Centro de los Derechos del Migrante, Inc. (CDM) seeks an experienced litigator to join its dynamic, binational team of migrant workers' rights advocates. This is a unique opportunity to assume a key leadership role working alongside migrant workers in their fight for justice. The Senior Litigation Counsel will develop and implement CDM's litigation strategy to advance fair and just recruitment and labor conditions for migrant workers throughout the United States.

### **About CDM:**

Centro de los Derechos del Migrante, Inc. (CDM) partners with migrant workers in Mexico and the United States to build worker power, advance fair labor migration policies, and remove borders as barriers to justice. With a binational, multilingual staff and an expansive geographic reach, CDM envisions a world where migrant workers' rights are respected, and laws and policies reflect their voices and experiences.

CDM supports migrant workers to defend and protect their rights during recruitment, while at work in the U.S., and as they return to their home communities. Further information about our work is available on our website: [www.cdmigrante.org](http://www.cdmigrante.org).

### **Position Summary:**

The Senior Litigation Counsel will play a key leadership role in CDM's efforts to advance the rights of migrant workers through strategic litigation and administrative advocacy. The successful candidate will be responsible for leading strategic litigation efforts, mentoring newer attorneys and other advocates to support the development of their litigation skills, and working in close collaboration with CDM's intake, outreach, and policy staff to shape and support the organization's advocacy priorities. Preference will be given to candidates who live in or near Baltimore, MD or Mexico City, although we will consider applicants who live in other parts of the U.S. and Mexico and are willing to regularly travel.

### **Key responsibilities include:**

- Oversee the strategy and implementation of CDM's litigation efforts, including identifying strategic opportunities for CDM's engagement in high impact litigation;
- Litigate strategic cases on behalf of migrant workers as lead or co-counsel;
- Investigate and develop factual legal claims, prepare pleadings and motions, conduct discovery, present oral arguments, and represent clients in trials and hearings;
- Attend court appearances, mediations, and settlement conferences;
- Lead litigation and strategic administrative advocacy efforts as part of a team, delegating tasks and ensuring effective advocacy by other members of the team;
- Develop CDM staff's litigation skills through co-counseling, training, and supervision;

- Provide mentorship and serve as a resource to newer attorneys and other advocates;
- Identify and create, as needed, resources and reference materials to support the implementation of best practices in CDM's litigation work;
- Consult with other members of the advocacy team to identify effective and appropriate plans of action in legal services and administrative cases;
- Work in close partnership with other CDM staff to support CDM's policy advocacy efforts and advance cross-organizational goals; and
- In collaboration with other members of the CDM leadership team, ensure that case handling complies with ethical standards and organizational policies.

**Required Qualifications:**

- Demonstrated commitment to social, racial and economic justice and understanding of the challenges facing migrant workers, immigrants and low-wage workers;
- Full professional proficiency in spoken and written English and Spanish, including a high level of confidence speaking publicly in both languages;
- Significant litigation experience, ideally in federal employment law;
- Ability and desire to co-counsel and mentor junior attorneys in strategic litigation;
- Outstanding writing, communication and organizational skills;
- J.D. and active bar membership in a U.S. state or territory;
- Strong interpersonal skills and a demonstrated ability to work collaboratively with a variety of internal and external partners; and
- Willingness to travel several times per year.

**Desired Qualifications:**

- Supervisory experience and the desire to supervise attorneys, legal fellows, and non-legal staff on an ongoing basis;
- Strong track record of supporting other advocates' professional development;
- Commitment to movement or community lawyering.

CDM is an Equal Opportunity Employer and prioritizes diversity among our staff, Board of Directors, and volunteers. CDM does not discriminate on the basis of race, color, national origin, sex, religion, age, disability, sexual orientation, or gender identity. We encourage applicants from diverse backgrounds to apply. We also maintain a strong interest in our employees' career development and strive to provide opportunities for growth and education for dedicated members of our team.

Competitive salary range starting at \$97,500 for Baltimore/D.C.-based candidates with benefits including generous vacation, health, dental, and vision insurance, 401(k), paid parental leave, etc.

**How to Apply:**

Interested applicants should send a cover letter, resume, brief writing sample and a list of three professional references, including their contact information, to [info@cdmigrante.org](mailto:info@cdmigrante.org) with the subject line SENIOR LITIGATION COUNSEL. No phone calls, please. Applications will be reviewed on a rolling basis until the position is filled.