



Coalition of Immokalee Workers

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239-657-8311 workers@ciw-online.org

LOOKING FOR DEPUTY GENERAL COUNSEL

CIW's Mission

The Coalition of Immokalee Workers (CIW) is a non-profit human rights organization, based in Immokalee, Florida, but with its law and federal policy department strategically located in Washington, DC. Internationally recognized for its achievements in the fields of corporate accountability, human trafficking, and gender-based violence at work, the CIW is built on a foundation of farmworker community organizing reinforced by a national consumer network. The CIW's work encompasses three broad and overlapping spheres: 1) the Fair Food Program; 2) the Anti-Slavery Campaign; and 3) the Campaign for Fair Food. For more information about the CIW, see <http://ciw-online.org/about/>.

Job Description

The CIW is hiring a Deputy General Counsel with the expectation that he or she will evolve into the General Counsel. The Deputy General Counsel is a full-time, regular position with the CIW's legal department. This position is based in New York City or Washington, DC, but the physical location of the successful candidate is negotiable.

The Deputy General Counsel will work on all legal matters relevant to the CIW's programs, campaigns, policy advocacy and daily operations. The success of the Fair Food Program is based in part on legally binding Fair Food Agreements with large multi-national food retailers. Particular areas of focus for the Deputy General Counsel will include negotiation of those agreements with new corporations, maintenance of ongoing relationships with companies already in the Program, and strategy development as the CIW expands its operations throughout the country and beyond. More generally, the Deputy General Counsel will provide legal support, ranging from policy advocacy with Congress and federal agencies to trademark and transactional work to public demonstration permitting issues, necessary to ensure the smooth operation and success of the CIW's three major programmatic areas.

Responsibilities

- Advising, counseling and strategizing with staff in the CIW's major program areas;
- Serving as in-house counsel on legal matters involved in operating the organization;

- Coordinating and leading special projects with a legal component or requiring coordination with a government entity, law enforcement, or outside legal counsel;
- Participating in the development of new organizational policies, procedures and programs;
- Serving as a legal advisor in contract negotiations, business transactions, and administrative advocacy engaged in by the CIW; and,
- Serving as counsel, along with any retained outside legal counsel, in the litigation or arbitration of legal disputes involving the CIW.

Qualifications

Required:

- Juris Doctor (JD) from an accredited law school and active membership in a state bar
- Experience with contract negotiations and enforcement of private agreements or consent decrees
- General understanding of litigation strategies
- Ability to strategize and develop a response to attacks on workers' centers
- Appreciation of and ability to support CIW's Worker-driven Social Responsibility strategy and model
- Exceptional judgment
- Superior verbal and written communication skills
- Highly developed critical, analytical, and strategic thinking skills
- Ability to work independently and as a member of a team
- Commitment to using human rights principles to support movements that protect and promote the rights of poor and working people
- A good sense of humor

Desired:

- Knowledge of and experience related to administrative, labor and employment law
- 10+ years of practice, with at least some experience in the field of low-wage worker or immigrant community organizing and/or representation
- Ability to speak Spanish

This position is open immediately and will be filled as soon as possible. For more information or to begin your application, please send a resume and a detailed cover letter to search@nesri.org.

Thank you!