



National Legal Director

New York City, Atlanta, Philadelphia or Washington, DC (currently remote/hybrid)

INTRODUCTION

African Communities Together (ACT), an organization of African immigrants fighting for civil rights, opportunity, and a better life for our families here in the U.S. and worldwide, is seeking applications and nominations for the position of **National Legal Director**. With current chapters in New York City and Washington, DC, ACT works to support and empower African immigrants to integrate socially, advance economically, and engage civically. It connects African immigrants to services, develops members into grassroots leaders, and drives action to make social change.

ACT's African immigrant membership comes from a diverse range of nationalities, cultures, and languages, is religiously diverse, majority women, and predominantly working-class and low income. ACT has three strategic focus areas, that include:

- **Providing services.** ACT helps African immigrants find free or low-cost assistance with immigration, jobs, and other needs. Each year it helps hundreds of African immigrants with free, high-quality immigration legal services and provides free referrals to trustworthy nonprofit and government agency partners. ACT's staff and volunteers speak multiple languages and actively outreach to underserved African communities.
- **Developing leaders.** Through its Monthly Membership Meetings, Leadership Committees and trainings, ACT gives African immigrants the tools and information they need to become leaders on the issues that matter to them. Members engage with civic and political leaders, participate in political education, and plan ACT campaigns and actions.
- **Creating change.** ACT mobilizes African immigrant communities to speak out on the issues that affect our lives and the lives of our families. It works on the local, state, national, and international level on issues including fair immigration reform, jobs in the African community, and language access.

In response to the draconian immigration measures of the previous administration, ACT has tirelessly worked to provide and connect immigrant communities with critical resources and to fight the administration's draconian bans that targeted ACT's constituent communities. It has worked to extend Temporary Protected Status (TPS), expand language access in New York's language access program and led and supported effort to increase wages for thousands of workers. For more information on ACT, visit <https://africans.us>.

This search is being conducted by the national search firm [NPAG](#). Application instructions can be found at the end of this document.

THE OPPORTUNITY

ACT's legal department plays a critical role fighting for justice and dignity for low-income African immigrants. ACT is at an exciting inflection point of growth and expansion and seeking its first-ever **National Legal Director** to advance ACT's strategic framework, support and manage a high impact, dedicated staff of attorneys and legal professionals, build strong local, regional, and national partnerships, and work with the Executive Director to scale ACT's program model in other cities with substantial communities of African immigrants. This role will report directly to the Executive Director and can expect to engage the following core opportunities and challenges:

Attorney Mentorship and Management

The National Legal Director will ensure effective functioning and integration across legal teams, ensuring consistent communication, translation of vision to action steps, and systems to assess progress against objectives. She/He/They will mentor and support attorneys and supervising attorneys and drive the development and continued improvement of systems, processes, and standards for the team's work. She/He/They will motivate and inspire a geographically dispersed legal team and establish a trusting, welcoming, rigorous, collaborative, and accountable environment that effectively serves ACT's membership and broader African immigrant communities.

Litigation Support and Coordination

The National Legal Director will partner with the Executive Director to develop litigation strategy and coordinate and oversee litigation support on both existing and new litigation. She/He/They will collaborate with organizers to support partners throughout the litigation process, including identification and vetting of plaintiffs, coordination of information, and communication of updates.

Strategic Vision

Working collaboratively with the Executive Director and other senior leaders, the National Legal Director will help oversee the vetting and development of new locations and legal service teams. She/He/They will develop an integrated strategy for the growth of the team to leverage policy and advocacy, and movement building strategies together with legal strategies. The Legal Director will lead the implementation of a robust legal advocacy and education strategy for immigrant justice that reflects the unique cultural context of the African communities served at existing and new sites and that is people- and community-centered.

External Engagement and Community Building

The new National Legal Director will engage with key stakeholders, including movement partners, allies, donors and board members to advance ACT's priorities. She/He/They will serve as a spokesperson with the media and present at national conferences or other public speaking engagements that further ACT's mission. The Legal Director will develop and maintain strong and collaborative relationships with law firms, law school clinics, and other coalition partners to build collective approaches to fight for low-income and vulnerable African immigrant communities.

QUALIFICATIONS OF THE IDEAL CANDIDATE

While no one candidate will embody all the qualifications enumerated below, the ideal candidate will possess many of the following professional and personal abilities, attributes, and experiences:

- A passion for ACT’s mission and demonstrated commitment to community-centered immigrant justice;
- Licensed attorney in good standing and eligible to practice immigration law; some litigation experience preferred but not required;
- At least 4 years of experience with immigration legal practice, preferably with immigrants from African countries;
- Proven people management skills to lead a motivated, engaged, and geographically dispersed team; an inclusive management style that places deep value on diverse perspectives and emphasizes the development and growth of team members and encourages learning and continued improvement;
- Experience building partnerships and coalitions with diverse groups, including legal service providers, organizers, community leaders, and other legal advocacy organizations; experience engaging with African immigrant communities and centering their experience and voices;
- A deep personal commitment to diversity and inclusion; lived experience that informs an authentic understanding of the challenges faced by vulnerable African immigrants;
- A natural orientation towards collaboration and a commitment to personal and professional continuous improvement;
- Effective and experienced communicator who conveys ideas clearly to a wide audience;
- A leader who is disciplined, focused, and detail-oriented, and who has experience with creating and putting in place systems for organizing and managing legal casework, while also being agile and adaptive;
- Fluency in a widely spoken African language such as Mandingo, Yoruba, Amharic, Swahili, or Hausa, or in French or Arabic, strongly preferred; and
- The ability to succeed in a “startup” entrepreneurial environment with accountability to goals, the ability to work independently, take on multiple roles, and prioritize. Ability to work evenings, weekends, and irregular hours when the work requires it.

The position is full-time and salaried. Salary range is targeted at \$80,000-\$90,000, dependent on experience. Benefits include employer-paid health care, pension contribution, and transportation benefits.

TO APPLY

More information about African Communities Together may be found at: <https://africans.us>.

This search is being led by [Callie Carroll](#), [Julian Jackson](#), and [Yuniya Khan](#) of [NPAG](#). Due to the pace of this search, candidates are strongly encouraged to apply as soon as possible. Candidates may submit their cover letter, outlining their interest and qualifications, along with their resume via NPAG’s [candidate portal](#).

**African Communities Together is an Equal Opportunity Employer.
Candidates of all backgrounds are encouraged to apply.**