



Job Description: Massachusetts Access to Council Initiative (MACI) Senior Staff Attorney

Organization Overview

Massachusetts Immigrant and Refugee Advocacy Coalition (MIRA) is the largest coalition in New England promoting the rights and inclusion of immigrants and refugees. With offices in Massachusetts and New Hampshire, we advance this mission through education and training, leadership development, institutional organizing, strategic communications, policy analysis and advocacy.

MIRA is a dynamic and multi-ethnic coalition with more than 140 organizational members, including grassroots community organizations; refugee resettlement agencies; providers of social, legal and health services, faith-based organizations and civil and human rights advocates. We organize and empower our members and allies, and together we mobilize immigrant communities to advocate for themselves, and amplify and support their voices. MIRA is a respected leader on immigrant issues at the state and national levels, and an authoritative source of information and policy analysis for policymakers, advocates, immigrant communities and the media.

Position Summary

The **Massachusetts Access to Council Initiative (MACI) Senior Staff Attorney** will lead training, mentoring, and quality assurance for newly hired and subcontracted MACI attorneys. The proposed MACI program is a statewide program designed to expand access to high-quality immigration legal representation for newly arrived and vulnerable immigrant populations. Through a network of community-based legal service providers, MACI will ensure equitable access to justice by providing direct representation, coordinated referrals, training, and legal oversight.

This Senior Staff Attorney role ensures consistent, high-quality representation across the statewide network and builds the capacity of less experienced attorneys through structured learning, mentorship, and case consultation. This position is a full time position and reports to the MACI Director.

Job type: Full-Time

Salary range: \$85,000- \$90,000

Location: Boston, Massachusetts

Work schedule: Hybrid (one in office day per week)

Apply: hrrecruiting@miracoalition.org

This position is contingent upon grant funding, and has the possibility of renewal depending on funding.

PRINCIPAL DUTIES & RESPONSIBILITIES:

- Design and deliver an initial intensive training program on immigration law and removal defense, followed by regularly scheduled training.
- Host regular case review rounds for statewide network for MACI partner attorneys
- Develop training materials, case law updates, and practice advisories
- Provide one-on-one mentorship, including shadowing, case reviews, and supervision of legal strategies
- Support quality assurance by reviewing pleadings, motions, and representation strategies to ensure compliance with MACI standards
- Coordinate with partner organizations to maintain statewide consistency in training and mentoring
- Track and evaluate training outcomes; incorporate feedback to strengthen programming
- Contribute to grant reporting and program evaluation as needed.
- Ensure that grant deliverables and requirements are met and that work is of consistently strong quality.

SKILLS AND EXPERIENCE:

- JD and admission to the bar (in any state).
- Minimum of 3-5 years of active immigration law practice, with a preference for experience in asylum and removal defense.
- Experience providing training on immigration legal topics preferred
- Strong public speaking and writing skills, and ability to explain complex immigration legal issues to a wide audience.
- Understanding of and commitment to social change through building the capacity and knowledge within immigrant communities.
- Familiarity with a wide range of legal immigration cases, including but not limited to, cancellation of removal, asylum, U and T visas, removal proceedings, bond hearings, SJIS, VAWA, adjustment of status, etc., including criminal immigration consequences.
- Bilingual skills (Spanish, Haitian Creole, Portuguese, or other common immigrant languages in Massachusetts) highly preferred.
- Ability to work with individuals across the spectrum of gender, race, religion, ethnicity, national origin, sexual orientation and socioeconomic background.
- Ability to maintain highest confidentiality standards

Working Hours/Environment

- Full-time (37.5 hours per week)
- Flexible hybrid schedule with on-site and at-home work
- Travel to partner organizations across the state is a component of this position. Applicants must have a valid driver's license and access to a vehicle.

Salary & Benefits: MIRA offers a competitive salary commensurate with experience, along with a comprehensive benefits package, including health insurance, retirement benefits, paid time off, and professional development opportunities. The starting annual salary range for this position is \$85,000-\$90,000, depending on experience.

To Apply: To apply, please submit your resume and cover letter to hrrecruiting@miracoalition.org with “MACI Senior Attorney” in the subject line.

People of color and individuals from immigrant backgrounds are strongly encouraged to apply. The MIRA Coalition is an equal opportunity employer. Candidates for employment will be considered without regard to race or ethnicity, gender, age, national origin, marital status, disability, or sexual orientation.