



Worker Justice Center of New York

The Worker Justice Center of New York pursues justice for those denied human rights, with a focus on agricultural and other low-wage workers, through legal representation, community empowerment and advocacy for institutional change.

Job Title: Deputy Legal Director

Supervisor: Legal Director

Location: This position can be based in our Rochester or Kingston office. The Deputy Legal Director will be expected to travel to each of WJCNY's offices on at least a quarterly basis and will occasionally travel to other parts of New York State.

Job Summary: The Deputy Legal Director will work closely with the Legal Director and other legal team members to develop and maintain an active litigation docket focused on impact-oriented labor and employment claims on behalf of low-wage workers before federal and state courts and administrative agencies. This position is intended to provide WJCNY with sufficient managerial capacity to supervise and support its legal staff, prioritize farmworker legal matters and represent WJCNY's legal program throughout New York State.

The Deputy Legal Director will have primary responsibility for supervision of paralegal staff and coordination of the legal team's intake and screening services. The Deputy Legal Director will also play a key leadership role in WJCNY's efforts to assist agricultural workers through outreach, legal education and litigation. The Deputy Legal Director will represent WJCNY's Legal Department at meetings and other events throughout New York State where the Legal Director is unable to attend.

Job Requirements:

- Engage in all duties related to the litigation of labor and employment law matters, specifically wage and hour, discrimination, civil trafficking, and agricultural and migrant worker claims, including complex class and collective actions.
- Supervise and review intakes on worker rights matters, make determinations on available remedies and address follow-up services including but not limited to advice and counsel, brief services, and litigation. On occasion, legal team members may be asked to perform off-site intake and/or work outside of regular business hours.
- Develop effective impact strategies to address workplace exploitation, including impact litigation for broader law or policy change, with a specific focus on the rights of agricultural workers.



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- Collaborate with other program directors, worker rights advocates, human trafficking specialists and survivor services advocates in case development as well as in efforts to build empowerment among workers.
- Contemporaneously report on the delivery of all legal services, in alignment with grant-specific requirements.
- Maintain contact and collaboration with relevant community organizations, government agencies and bar associations that may be of assistance in serving clients or reaching organizational goals.
- Advise staff on legal, policy or legislative matters as needed.

Job Qualifications:

- J.D. and admission to practice in New York, or ability to gain admission within a reasonable time frame.
- At least 3-5 years of relevant civil litigation experience including farmworker legal services, understanding of the adversarial legal system and a clear desire to engage in substantial litigation practice.
- Demonstrated commitment to workers' rights, immigrant rights, or other relevant social justice initiatives.
- Strong legal writing, research, and verbal and written communication skills.
- Written and verbal Spanish fluency is highly preferred.
- Experience with immigrant and/or low-wage workers and an ability to demonstrate sensitivity to the cultural and ethnic diversity of the organization's service population.
- A valid driver's license.

To apply, please submit a cover letter and resume to Executive Director, Lauren Deutsch, by email at ldeutsch@wjcny.org.

WJCNY is an equal opportunity employer and encourages all applicants regardless of race, sex, disability, religion, national origin or sexual orientation. WJCNY is an affirmative action employer and encourages applicants from women, people of color, persons with disabilities and lesbian, gay, bisexual and transgender individuals.



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