



Coalition of Immokalee Workers

P.O. Box 603, Immokalee, FL 34143
239-657-8311 workers@ciw-online.org

SEEKING CIW AND FAIR FOOD PROGRAM GENERAL COUNSEL

CIW's Mission

The [Coalition of Immokalee Workers](#) (CIW) is a non-profit human rights organization, based in Immokalee, Florida. Internationally recognized for its achievements in the field of corporate accountability—with a particular focus on the fight against human trafficking, forced labor 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 Program](#); and (3) the [Campaign for Fair Food](#).

After more a decade of implementation, CIW's Fair Food Program is [widely recognized](#)—including as the recipient of a [Presidential Medal](#)—as the gold standard in prevention of long-entrenched abuses for the most vulnerable workers in corporate supply chains. The Fair Food Program pioneered the innovative [Worker-driven Social Responsibility](#) (WSR) model, which has been adapted to protect workers in multiple new industries and geographies, and the CIW works closely with allied organizations to support the design and implementation of new WSR programs.

Job Description

The location of the successful candidate is negotiable, but would ideally be based in Florida, New York City, or Washington, D.C. The General Counsel will be employed by the National Center for Law and Economic Justice (NCLEJ), an allied nonprofit law firm, which has its office in New York City. The General Counsel will supervise an Associate General Counsel who is currently based in Washington, D.C.

The General Counsel will oversee all legal matters relevant to the CIW's programs, campaigns, policy advocacy, and daily operations. The legal work needed to support the CIW is exciting, wide-ranging, and complex, requiring versatility, creativity and comfort with exploring new terrain—mirroring the CIW's dynamic, ground-breaking thinking, organizing, and programs. The ideal candidate will be client-centered, with demonstrated knowledge and understanding of the CIW's experience and expertise.

The Fair Food Program (FFP), a program recognized by Harvard Business Review as one of the top social impact successes of the past century," is based in part on legally binding Fair Food Agreements with large multi-national food retailers ("Participating Buyers"), which incentivize growers in those Participating Buyers' supply chains to join the FFP and comply with the CIW's Fair Food Code of Conduct ("Participating Growers"). The General Counsel will play a lead role related to contract drafting, negotiation and enforcement, and help to manage sensitive

relationships between the CIW and Participating Buyers and Growers. The General Counsel will also provide legal counsel in support of CIW's nationwide campaigns, ranging from marches and demonstrations, to campaign communications and strategy development as the CIW expands its operations in the U.S. and internationally, including both expansion of the Fair Food Program itself and collaboration with other groups to seeking to adapt its innovative Worker-driven Social Responsibility (WSR) model to new industries and geographies. As an employee of NCLEJ, the General Counsel may also provide legal counsel to domestic members of the WSR Network on the design and implementation of their WSR programs (e.g., the Milk with Dignity Program created by Migrant Justice to protect workers in Vermont's dairy industry). The General Counsel will work alongside renowned experts in supply chains and forced labor.

The General Counsel will provide legal advice on the full range of general practice issues, such as human resources and intellectual property, necessary to ensure the smooth operation and success of the CIW. In the event the CIW is involved in litigation, the General Counsel will manage that litigation, typically with the support of pro bono outside counsel. The General Counsel will assist with CIW's efforts to advocate for improved government policies, especially as relates to human rights in supply chains.

Qualifications

- Juris Doctor (JD) from an accredited law school and active membership in a state bar, plus a willingness to sit for the Florida Bar Exam (if not already admitted to practice in Florida)
- 5+ years of active legal practice, including litigation in state or federal court
- An understanding of the intersection of law and organizing
- Appreciation of and ability to support the expansion of CIW's Worker-driven Social Responsibility (WSR) strategy and model
- Superior critical, analytical, and strategic thinking and writing skills
- Ability to work independently and as a member of a team while always centering the client
- Commitment to using human rights principles to support movements that protect and promote the rights of poor and working people
- Knowledge and experience related to contract negotiation and enforcement, human rights, supply chains, and/or labor and employment law
- Knowledge and experience related to representing low-wage workers and immigrants
- Knowledge and experience related to representing organizers, activists, and/or social movements
- Comfort representing CIW in negotiations, (including with representatives of multinational corporations) and other legal and regulatory matters
- A good sense of humor
- Availability to travel
- Ability to speak Spanish preferred but not necessary
- Overseas experience a plus

Salary and Benefits

Salary is based on experience according to NCLEJ's salary scale, and lawyers receive annual pay raises as they move up the scale. The current salary scale, starting with lawyers who have 5 years of experience, ranges from \$84,200 - \$134,200.

NCLEJ has a generous benefits package including health, dental, and vision insurance; 15-24 vacation days and 10-15 sick days per year (based on length of service); 13 paid holidays per year; an FSA plan for medical, childcare, and transit expenses; an Employee Assistance Program; and employer contributions to individuals' 403(b) plans.

About NCLEJ

The National Center for Law and Economic Justice (NCLEJ) advances economic justice for low-income families, individuals, and communities across the country. We fight every day to eliminate an array of unfair economic and racial injustices. We work to expand access to critical benefits like food stamps, Medicaid, and childcare, protect low-wage workers' rights and safety, advance the rights of people with disabilities, and end unlawful debt collection. Our tactics to advance economic justice include winning strategic class action cases, representing marginalized individuals and communities, and changing federal and state legislation and private institutions' practices. We partner with other litigation and advocacy organizations, grassroots and community organizations, and individuals in our fight for racial and economic justice.

Application Details

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 Marley Monacello via email to marley@ciw-online.org. Applications will be considered on a rolling basis.

NCLEJ is an equal opportunity, affirmative action employer. We value a diverse workforce and an inclusive culture. We strongly encourage people of color, people with disabilities, LGBTQ+ people, and people from other historically disenfranchised communities to apply. NCLEJ does not discriminate because of race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, marital or parental status, citizenship, disability, veteran status, record of arrest or conviction, or any other characteristic protected by applicable law. NCLEJ makes every effort to assure that its recruitment and employment provide all qualified individuals, including individuals with disabilities, with full opportunities for fellowships and employment in all positions. NCLEJ is committed to providing reasonable accommodation to individuals with disabilities. If you are a qualified individual with a disability and need assistance applying, please contact Leah Lotto (lotto@nclej.org). If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

Studies have shown that women and people of color are less likely to apply for jobs unless they believe they meet every one of the qualifications as described in a job description. We are most interested in finding the best candidate for the job, and that candidate may be one who comes

from a less traditional background. If you are interested in applying, we encourage you to think broadly about your background and qualifications for the role.

To help ensure that NCLEJ continues to operate in the safest manner possible, NCLEJ requires all employees to be fully vaccinated against COVID-19.