



KALAYAAN

justice for migrant domestic workers

Job Advertisement: Immigration Lawyer at Kalayaan

This is an exciting time to join Kalayaan as our dedicated legal team plays a critical role in defending the rights of domestic migrant workers. Since the General Election, we have redoubled efforts to fight for the rights of vulnerable migrant workers in response to the hostile political environment. As a member of Kalayaan's legal team you would have the opportunity to transform lives through advice and expertise that enables survivors of exploitation, trafficking, modern slavery and abuse to access justice and safety.

Kalayaan is an expert in the legal protection of migrant domestic workers and has been instrumental in campaigning and political advocacy for the protections afforded by the 1998 Overseas Domestic Worker visa. Working closely with Kalayaan's legal team, our policy advocates campaign to reinstate the rights stripped from Overseas Domestic visa holders in 2012 by tabling amendments to legislation and awareness raising campaigns.

Kalayaan is a legal charity providing immigration advice to protect the rights of clients who have been exploited and who have been victims of trafficking and modern slavery. We provide free legal advice to vulnerable clients which transforms lives and enables domestic workers to escape dangerous and exploitative work. As a charity, our work is funded by trusts and foundations.

Our clients are mainly women from countries including the Philippines, Indonesia, Pakistan, India and Nigeria. They experience a range of abuses after being brought to the UK by wealthy employers including having their passports withheld, being misinformed about their visa status and made fearful of leaving, being underfed, unpaid or paid a minimal amount, made to work without rest during the week and throughout night hours to care for babies or the elderly, having food denied or eating scraps, being verbally, physically or sexually abused. Holding employers to account is made challenging by the fact that abuse goes on behind closed doors but when offered free and high-quality legal advice on visa regularisation and statutory rights, women are given the opportunity to escape to safety.

Kalayaan has first responder status which is rare for a non-statutory organisation. This means that Kalayaan's legal team is able to refer survivors of trafficking and modern slavery into the National Referral Mechanism where they can begin their recovery. Kalayaan has a 100% success rate in achieving Conclusive Grounds decisions on behalf of our clients. We offer a wide range of advice to our clients relating to their statutory rights as well as applying for Temporary Permission to stay following a Conclusive Grounds decision. The legal team also undertakes asylum applications and family life applications where appropriate.

Job Summary:

The Immigration Lawyer is a critical role in a small legal team providing expert advice and casework support to exploited migrant domestic workers. Working as part of a dedicated team with high levels of autonomy, the Immigration Lawyer's advice has a direct impact on the safety and dignity of vulnerable clients, giving them access to justice. The role also contributes to strategic litigation while supporting policy advocacy.

Approximate Salary Range: £42,000-£47,000.

Benefits:

- 36 days leave including public holidays
- 5% pension contribution
- CPD and accreditation

Working pattern:

- Full time or part time applicants considered
- Flexible and hybrid working available including up to two days working from home for a full-time role.
- Occasional weekend attendance required at our Community Engagement events on Sundays

Key Responsibilities:**Immigration Casework and Legal Advice**

- Provide expert legal advice and representation to migrant domestic workers on immigration matters, including visa applications, family life applications, fee waivers, and settlement cases.
- Carry out National Referral Mechanism (NRM) assessments, draft and submit referrals, and support clients through the reconsideration process where appropriate.
- Identifying test cases and interventions that can strengthen legal protections for migrant domestic workers.
- Provide pro-bono legal representation in exceptional cases.
- Collaborate with external legal partners, barristers, and service providers to ensure comprehensive support for clients.
- Maintain accurate case records, ensuring compliance with SRA standards and IAA regulations.

Teamwork and Professional Development

- Collaborate well with colleagues, ensuring adherence to professional and organisational standards.

- Provide mentoring to junior staff and casework volunteers to strengthen legal knowledge and case management skills.
- Support the development and implementation of casework policies and procedures.
- Ensure compliance with CPD requirements and uphold professional standards under SRA/IAA regulations.

Supporting Policy and Advocacy Work

- Provide legal expertise to support Kalayaan's policy team as needed.
- Contribute legal insights to policy reports and consultations where appropriate.
- Offer ad hoc legal input to policy-related discussions but without direct policy responsibilities.

Training and Public Engagement

- Develop and deliver training sessions and workshops for Kalayaan staff, statutory bodies, other charities in the sector, local businesses and service users on legal rights and protections.
- Undertake panel discussions and speaking engagements to raise awareness.
- Assist with internal and external training initiatives, ensuring that Kalayaan's legal team is up to date on best practices.
- Update Kalayaan's legal resources and information, ensuring accuracy and accessibility for clients and stakeholders.

Administrative and Attendance

- Maintain accurate legal case records, contribute to database management and report on case outcomes.
- Contribute to fundraising efforts, providing legal insights for funding proposals and grant reporting.
- Support general office administration, including participation in team meetings and assisting with financial procedures where required.
- Ensure all work is in line with Kalayaan's policies and procedures, including confidentiality and safeguarding.
- Occasional travel with clients to attend legal meetings, court hearings, or policy engagements.
- Occasional Sunday attendance required for Community Engagement events at our offices in Holland Park, with Time Off in Lieu (TOIL) arrangements.

Skills & Qualifications:

Essential

- Qualified Solicitor or Barrister (England & Wales) or (IAA) Level 2 or Level 3 Adviser.
- Three or more years experience providing immigration experience
- Significant experience providing immigration legal advice and casework support.
- Knowledge of modern slavery frameworks including the NRM and Modern Slavery Victim Care Contract.
- Strong advocacy and communication skills, with the ability to engage with stakeholders.
- Ability to work both independently and collaboratively within a small legal team.
- Ability to work sensitively with vulnerable clients whose first language is not English.

Desirable

- Lived experience: either via experience of being a migrant worker, experience of domestic migrant work personally or through a parent or close relative who has experience.
- Experience working within the charity or non-governmental sector.
- Experience working with asylum cases.
- Experience with strategic litigation and legal interventions.
- Understanding of employment law and social security rights in relation to migrant workers.
- Proficiency in a second language relevant to Kalayaan's client base.
- Experience in legal policy analysis.
- Experience in data analysis and reporting, particularly in casework trends.

Personal Attributes & Competencies:

- Compassionate, empathetic, and non-judgmental approach to working with vulnerable clients.
- Excellent written and oral communications skills.
- Strong analytical skills to assess complex cases and develop tailored solutions.
- Ability to remain professional in a challenging and emotionally sensitive environment.
- Ability to work collaboratively with colleagues, external partners, and stakeholders.
- Creativity and drive to conceive and initiate projects.
- Organised, responsible, responsive and motivated with excellent attention to detail, especially in maintaining case records and managing workloads.
- Ability to work in a fast-paced and emotionally challenging environment.
- Familiar with Microsoft 365 and the use of databases
- Familiar with providing data for monitoring and evaluation purposes

This job description is not exhaustive, and the Immigration Solicitor may be required to carry out additional duties as necessary in line with the needs of the organisation.

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