



JOB DESCRIPTION

SENIOR STAFF ATTORNEY - RACIAL JUSTICE

(Date Posted: November 17, 2017)

Application Deadline – Open Until Filled*

Applications reviewed on a rolling basis.

The Lawyers' Committee for Civil Rights of the San Francisco Bay Area (LCCR) advances the rights of immigrants, refugees, and communities of color, with a specific focus on low-income communities and a long-standing commitment to African Americans. We combine direct legal services, policy advocacy, communications and impact litigation strategies, and work with grassroots organizations to effect change.

LCCR's Racial Justice Program has litigated and advocated for civil rights in education, voting rights, and criminal justice, and works in collaboration with our immigrant and economic justice practices. Our criminal justice work—the primary focus of the Racial Justice Senior Staff Attorney-- includes combined direct services, litigation and policy strategies to stop entries into the criminal justice system and make re-entry fairer and easier. We currently work to: (1) Expose racial disparities and change state and local policy on traffic enforcement, criminal fines and fees and other debtors' prison issues; (2) Combat police harassment and violence in communities of color and against homeless people; and (3) Clear criminal records and change re-entry policy.

The Senior Staff Attorney will serve as a critical member of LCCR's legal team. At a historic time of need and possibility, this attorney will help lead our racial justice docket, with a team that includes a senior staff attorney focused on education, two fellows, a paralegal, and the Legal Director.

Responsibilities

- Identify racial justice issues for impact litigation and policy advocacy, including conducting intake and investigation of cases, strengthening the organization's ties with grassroots, grassroots and legal groups, representing Lawyers' Committee at key coalition, task force and community meetings, and obtaining feedback from community stakeholders.
- Lead and assist with impact litigation on our civil rights docket, including legal research, drafting and reviewing filings and correspondence, discovery, motion practice, trial advocacy, appellate advocacy and/or other litigation tasks.
- Engage in legislative and administrative advocacy, such as drafting of regulations and legislation, meetings with client organizations, representation of groups before administrative and legislative bodies, and technical assistance to policy makers.
- Help supervise staff, fellows, and students, including those responsible for the Second Chance Legal Clinic, which provides criminal records remedies and re-entry related legal services.
- Seek opportunities to engage in public education and media advocacy consistent with our identified program strategies and in consultation with Communications staff.
- Assist as necessary to meet program goals with development, program administration, and data management, including timekeeping records.



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Qualifications

- A minimum of seven years post-graduate legal experience, strong preference for litigation experience (this may include post-graduate judicial clerkship(s))
- California Bar membership
- Knowledge of and demonstrated leadership in civil rights law advocacy, particularly racial justice
- Prior experience working with/ties to low-income communities of color and immigrant communities in Northern California
- Experience working in legal services or law school direct services clinics preferred
- Proficiency in Spanish or another language common to California immigrants is beneficial but not required
- Excellent oral and written communication skills
- Value for working cooperatively with others, both within the organization and in the community

Compensation

LCCR offers a competitive salary commensurate with experience and a generous benefits package, including medical, dental, vision, disability, and other benefits.

Application Instructions

Applications will be reviewed on a rolling basis. Applicants should submit (1) a cover letter, (2) a résumé, (3) a brief writing sample, and (4) a list of three references by email to careers@lccr.com (with “Senior Staff Attorney-Racial Justice Application” in the subject line). **In your cover letter**, please make sure you respond to the following prompt, or we may choose not to consider your application:

LCCR serves highly diverse communities. To ensure that we are best positioned to serve these communities, we strive to promote behaviors, attitudes and policies that help us work effectively in cross-cultural situations with our clients, our coworkers, and our communities. We seek to create an inclusive and respectful workplace in which differences are acknowledged and valued. How have your background or experiences, professional or otherwise, prepared you to contribute to our commitment to cultural competency and racial equity? Feel free to think broadly about your response to this question, applying various aspects of your life and personal experiences.

Lawyers’ Committee for Civil Rights is an affirmative action/equal opportunity employer. People of color, LGBTQI candidates, women, persons with disabilities and individuals over 50 are encouraged to apply.