



Counsel, Criminal Justice Project

The Lawyers' Committee for Civil Rights Under Law is one of the leading national civil rights legal organizations, with the principal mission of fighting racial discrimination faced by African Americans and other people of color. The Lawyers' Committee was formed in 1963 at President John F. Kennedy's request to enlist the private bar's leadership and resources in combating racial discrimination and the resulting inequality of opportunity – work that continues to be vital today.

The Lawyers' Committee seeks an attorney with a demonstrated commitment to racial justice to serve as Counsel or Senior Counsel in the Criminal Justice Project (CJP). CJP works to combat racial inequities and protect equal justice under the law by confronting the ways in which racism infects every stage of the criminal justice system, by challenging laws and policies that criminalize poverty, by promoting access to justice and representation, and by advancing accountability and structural reform of police departments. CJP employs a number of legal and community-based strategies to achieve these goals. Most of CJP's work is in the area of impact litigation. The Counsel will, in conjunction with the private bar, investigate and bring challenges against violations of the right to counsel, the unconstitutional jailing of poor defendants who are unable to pay criminal justice debt, police misconduct, combatting the outsized influence of police unions on systemic reform, and other practices affecting equal justice in the criminal justice system. The Counsel will also engage in substantial amicus curiae practice, public education, programming, and policy advocacy.

Applicants must possess excellent legal writing and legal research skills, as well as substantial litigation experience. In addition, ideal candidates will be organized, responsive, able to manage a large and fluid workload, and able to work well with colleagues, pro bono counsel, and fellow advocacy organizations.

This is a full-time position based in Washington, DC. The Counsel will work under the supervision of the Director for the Criminal Justice Project. Significant travel is required (as COVID travel restrictions are lifted).

Specific Duties and Responsibilities:

- Coordinate teams comprised of pro bono counsel, CJP investigators, and CJP interns in complex litigation, legal research projects, and investigations;

- Litigate in federal and/or state courts, including appellate courts, throughout the country, by:
 - Conducting legal research;
 - Writing legal memoranda and briefs;
 - Engaging in written discovery, as well as taking and defending depositions;
 - Conducting evidentiary hearings, trials, and oral arguments; and
 - Managing and maintaining relationships with clients.
- Develop new cases through legal research and fact investigation, including examining documentary evidence as well as interviewing potential clients and witnesses;
- Review and analyze proposed criminal justice legislation, regulations, policies, and other related documents in an effective, well-reasoned, and timely manner;
- Articulate and represent the Lawyers' Committee's positions on various criminal justice issues through public speaking, op-eds, amicus briefs, and by working in coalitions; and
- Demonstrate a commitment to diversity within and outside the office and an ability to implement an advocacy-driven approach to the work.

Minimum Requirements and Competencies:

- Deep commitment to the advancement of racial justice and civil rights;
- Admission to the DC Bar or ability to waive into the DC Bar; if not yet admitted to the DC Bar, admission to the bar of at least one state pending waiver into the DC Bar;
- A minimum of 4 years of post-JD legal experience;
- Experience as a civil rights attorney, public defender, prosecutor, counsel in criminal cases, or as a litigator with substantial experience in criminal justice reform;
- Excellent legal research and writing skills;
- Ability to produce high-quality work under pressure of multiple deadlines;
- Organized and capable of collaborating with multiple partners to develop complex litigation and manage multiple litigation projects simultaneously;
- Excellent interpersonal and communication skills;
- Substantial leadership skills and ability to collaborate with colleagues and pro bono counsel to develop and implement effective litigation, research, and advocacy strategies;
- Strong intellect and ability to analyze issues and convey written information in a clear, concise, accurate, organized, and convincing manner; and
- Motivated with a demonstrated initiative to take on additional responsibilities as appropriate.

To Apply: Please submit a cover letter and resume, including graduation completion dates, to <https://podio.com/webforms/26700022/2031582>. No calls will be accepted. The position will remain open until filled, and applications will be reviewed on a rolling basis. Salary and benefits are competitive for a non-profit legal organization. Staff Benefits include Employer Sponsored (Medical, Dental and Group Life & AD&D); Voluntary Benefits (Vision Insurance, Short-Term Disability, Long-Term Disability, and Supplemental Life) coverage; the opportunity to participate in the 403(b) Retirement Plan; Voluntary Flexible Spending (Medical and Dependent Care) and Stipends (Cell Phone and Commuter/Parking Benefits); 12 paid Holidays; and Vacation/Sick days.

Commitment to Diversity and Inclusion: The Lawyers' Committee embraces diversity and inclusion in our workplace. We strongly encourage candidates of color and candidates from underrepresented communities to apply. The Lawyers' Committee does not discriminate on the basis of actual or perceived race, religion, color, national origin, ancestry, disability, medical condition, marital status, sex, age, sexual orientation, gender identity or expression, family responsibility, personal appearance, genetic information, matriculation, political affiliation, or any other status protected under law.

Accessibility Assistance: Although calls will not be accepted regarding questions about the position, if you are an individual with a disability and need assistance completing the online application, please call 202-662-8600 and ask for an applicant accommodation; send an email with the subject line "ApplicantAccommodation" to kcoates@lawyerscommittee.org.