



Counsel/Senior Counsel, North Carolina Regional Office

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 its Regional Office, located in Chapel Hill, NC. The Regional Office has an active docket fighting discrimination in the areas of education, voting rights, environmental justice, housing, and economic and criminal justice in North Carolina, with the goal of expanding this work into South Carolina and potentially other areas of the South. The Regional Office participates in all of the organization's North Carolina litigation matters in state and federal courts, often in conjunction with Lawyers' Committee staff based in Washington, DC, and on matters outside of North Carolina within the Regional Office staff's areas of expertise. In addition to impact litigation, the Regional Office consults with local allies, community, and advocacy organization regarding legal strategies and policy initiatives provides legal support for community-based organizations and advocates for racial justice.

Program areas include impact litigation and state and local advocacy in environmental justice, education, voting, fair housing, economic and criminal justice. The Counsel will work on multiple impact litigation as well as other advocacy matters.

This is a full-time position based in Chapel Hill, NC. Although work travel is limited due to the current COVID-19 pandemic, regular travel will be required once company travel restrictions are lifted. The Counsel will work under the supervision of the Regional Office's Managing Attorney.

Specific Duties and Responsibilities:

- Represent community-based organizations advocating for racial justice in Lawyers' Committee program areas;
- Participate as co-counsel at all stages of impact litigation to enforce state and federal statutes, including constitutional provisions in North Carolina, as well as in other jurisdictions in selected matters. In

- conjunction with co-counsel, conduct investigations, develop new cases, draft pleadings and briefs, engage in discovery and motion practice and conduct evidentiary hearings and oral arguments;
- Work with coalition partners and co-counsel to prepare amicus curiae briefs in precedent-setting cases; and
 - Communications: Engage in public speaking, writing op-eds, and articulating the Lawyers' Committee's positions on various civil rights matters.

Minimum Requirements and Competencies:

- Deep commitment to the advancement of racial justice and civil rights;
- Graduation from an accredited law school;
- At least five years of post-JD complex civil litigation experience, preferably in civil rights matters in North Carolina state and federal courts (ideally will have experience in taking and defending depositions, expert discovery, motions practice, oral argument, and other aspects of litigation);
- Active membership in the North Carolina bar (membership in the South Carolina bar or willingness to seek admission is a plus);
- 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;
- Leadership skills and ability to collaborate with colleagues and pro bono co-counsel to develop and implement effective litigation and advocacy strategies;
- Strong intellect and ability to analyze issues and convey written information in a clear, concise, accurate, organized, and convincing manner;
- Demonstrated experience working with and for communities of color and/or low-income communities; and
- Willingness and ability to travel on a regular basis for client matters and other meetings when deemed safe.

To Apply: Please submit a cover letter and resume, including graduation completion dates, to <https://podio.com/webforms/26686509/2029827> by 11:59 pm EST on October 15, 2021. No calls will be accepted. 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.