



## **Associate Counsel/Counsel/Senior Counsel, Economic Justice Project**

The Lawyers' Committee for Civil Rights Under Law is one of the nation's leading national racial justice legal organizations. Formed in 1963 at the request of President John F. Kennedy, the Lawyers' Committee uses legal advocacy to achieve racial justice, fighting inside and outside the courts to ensure that Black people and other people of color have the voice, opportunity, and power to make the promises of our democracy real.

The Lawyers' Committee seeks an attorney to work in its Economic Justice Project ("EJP") who is passionate about advocating with and on behalf of workers of color experiencing systemic discrimination or marginalization. Through a holistic and intersectional lens, the EJP engages in impact litigation and advocacy to ensure that Black communities and other communities of color can access opportunities and meaningfully engage in the economy to lead dignified lives free from discrimination, especially in the areas of employment and healthcare.

The EJP Associate Counsel, Counsel, or Senior Counsel handles impact litigation, public policy, regulatory advocacy, and public education to promote racial justice and economic opportunity. The position requires a demonstrated commitment to racial justice, worker empowerment, cultural competency, and experience working with diverse, underserved, and underrepresented communities.

This is a full-time, exempt position based in Washington, DC. The Associate Counsel, Counsel, or Senior Counsel will work under the supervision of the Director for the Economic Justice Project. The title will be based on years of experience as an attorney.

### **Specific Duties and Responsibilities:**

Essential responsibilities of the EJP attorney include but are not limited to the following:

- Litigate in federal and state courts, including appellate courts, throughout the country. Conduct outreach and perform client intakes, investigate and evaluate new cases, conduct legal research and write legal memoranda, and collaborate with regional partners, government agencies, and pro bono or nonprofit co-counsel;

- Draft amicus briefs in support of issues central to the EJP's mission in collaboration with pro bono or nonprofit co-counsel;
- Engage in public education and public policy efforts supporting the EJP's work; research and compile data, and commission research as necessary, to support advocacy efforts; draft written materials including policy reports, testimony, briefing papers, toolkits, and educational resources;
- Cultivate and maintain relationships with key partners and grassroots community organizations and ensure their involvement in identifying emerging issues, developing responses to problems, and advancing common priorities and strategies;
- Represent the Lawyers' Committee in coalition work, with the media, and at meetings with members of Congress and high-level staff at relevant federal agencies; and
- Depending on experience level, provide guidance to less experienced attorneys and interns.

### **Minimum Requirements and Competencies:**

- Demonstrated commitment to and experience working on racial, social, and economic justice, preferably in the areas of employment discrimination or workers' rights;
- Experience litigating complex civil matters, especially in the area of civil rights, is preferred;
- Exceptional oral, interpersonal, and written communication skills and the ability to communicate effectively and respectfully with diverse audiences, including the general public, media, clients, and policymakers;
- Commitment to diversity and inclusion and demonstrated ability to provide culturally-competent advocacy that centers communities harmed by discriminatory practices;
- Ability to develop, maintain, and enhance relationships with diverse groups and coalitions;
- A high degree of professional ethics, integrity, and sound judgment;
- Demonstrated ability to take the initiative, think creatively, and work independently and also collaboratively in a team-based decision-making environment;
- Detail-oriented, strong organizational skills, ability to problem solve and multi-task;
- Ability to produce consistent, quality work in a fast-paced environment;
- An active member in good standing of the DC Bar, or ability to waive in;
- Graduation from an accredited law school; and
- Ability to travel for litigation, conferences, speaking engagements, and client development.

**To Apply:** Please submit a cover letter and resume, including graduation completion dates, and a writing sample, to <https://podio.com/webforms/27354323/2111450>. 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 nonprofit 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 "Applicant Accommodation" to [accommodation@lawyerscommittee.org](mailto:accommodation@lawyerscommittee.org).