



## **Associate Counsel/Counsel, Educational Opportunities Project**

The Lawyers' Committee for Civil Rights Under Law is one of the 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 a talented Attorney with *three or more years* of experience and a demonstrated commitment to racial justice to serve as an Associate Counsel in the Educational Opportunities Project (EOP). The EOP strives to support the organization's racial justice mission by ensuring equal and equitable educational opportunities in PK-12 and higher education for and in partnership with Black communities and other historically marginalized communities of color. The EOP seeks to achieve this overarching goal by engaging partners and leading work through a three-pronged approach involving cutting-edge impact litigation, policy, and advocacy.

Applicants must possess excellent legal writing and legal research skills and substantial litigation experience. Ideal candidates will be organized, responsive, and able to manage a complex docket, as well as have the ability to work well with colleagues, pro bono counsel, and fellow advocacy organizations.

This is a full-time, exempt position based in Washington, DC. The title and corresponding duties and responsibilities will be based on years of experience as an attorney. The Associate Counsel/Counsel will work under the supervision of the Director for the Educational Opportunities Project.

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

- Litigate in federal and/or state courts, including appellate courts, throughout the country;
- Conduct legal research and write legal memoranda;
- Draft pleadings and briefs, engage in discovery and motion practice, present and cross-examine lay and expert witnesses, and conduct evidentiary hearings and oral arguments;
- Lead investigations, develop new cases, and handle complex impact civil rights litigation;
- Lead and provide support for the EOP's advocacy and programmatic work on racial equity and justice issues;

- Collaborate with the Policy Project, and when necessary assume leadership, on the EOP's federal and state policy work;
- Create legal resources for coalition partners and state, local, and national organizations;
- Engage in public speaking and articulating Lawyers' Committee positions on various educational civil rights matters;
- Provide guidance and supervision to Interns; and
- Demonstrate a commitment to diversity within and outside the office and implement a community-driven approach to the work.

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

- Deep commitment to the advancement of racial justice and civil rights;
- Graduation from an accredited law school;
- Active membership in the DC bar or the ability to waive in;
- Minimum 3 years of legal experience;
- Excellent legal analysis and research skills;
- Strong communication skills, both oral and written, including the ability to analyze issues and convey information in a clear, concise, accurate, organized, and convincing manner;
- Preference for a demonstrated experience in developing complex civil rights litigation, especially educational civil rights cases;
- Strong preference for demonstrated experience in brief writing, deposition taking and/or defending, and trial and appellate work in complex federal and state civil rights litigation;
- Strong organizational skills, attention to detail, and the ability to manage multiple, complex tasks;
- Ability to develop, maintain and enhance relationships with diverse groups and coalitions;
- Established leadership skills and ability to collaborate with colleagues and pro bono counsel to develop and implement effective litigation, policy and advocacy strategies;
- Demonstrated ability to take the initiative, think creatively, and work independently;
- Ability to work efficiently and effectively under pressure;
- Ability to travel for litigation, conferences, speaking engagements, and client development;
- Deep commitment to racial justice, diversity, equity, and inclusion, and respect for differences in regards to race, ethnicity, age, gender, gender identity, sexual orientation, religion, ability, and socioeconomic circumstances; and
- Desire to work in, and comfort working in a diverse, inclusive environment.

**To Apply:** Please submit a cover letter and resume, including graduation completion dates, to <https://podio.com/webforms/27596564/2142815>. 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).