

## Director of Litigation & Advocacy

### About the Legal Aid Justice Center

LAJC is a nationally-recognized anti-poverty non-profit committed to battling poverty and injustice through individual legal representation, group and class action litigation, community organizing, policy advocacy, and media relations. From its offices in Charlottesville, Richmond, Petersburg, and Falls Church, LAJC is a fierce advocate for low-income clients and communities in Central and Northern Virginia, and its work broadly impacts the entire state. Just in the past year, our team of attorneys and organizers won a class-wide injunction ordering healthcare reforms in a women's prison, a national settlement providing new avenues for relief to over 400 traumatized asylum-seekers whose children were taken from them at the border, worked successfully in partnership with community leaders to demand police accountability, and won major legislative reforms regulating school policing.

Founded in 1967, LAJC provides services under four key program areas: Civil Rights & Racial Justice, Economic Justice, JustChildren, and Immigrant Advocacy. LAJC boldly tackles issues of systemic injustice and aims to raise public and policymaker awareness of some of the most pressing challenges facing low-income Virginia residents. For more information, visit [www.justice4all.org](http://www.justice4all.org).

### About the Position

LAJC is seeking an experienced attorney to develop, lead, support, and supervise its impact advocacy campaigns. The ideal candidate will have significant litigation experience, as well as demonstrated experience working with directly impacted community leaders on anti-poverty and racial justice initiatives. Reporting directly to the Executive Director, the Director of Litigation & Advocacy (working title) will work to advance LAJC's ambitious agenda to achieve economic, racial, and social justice throughout the state.

Responsibilities may vary depending on the experiences, skill set, and vision of the selected candidate, but will likely include:

- Assist LAJC's four program directors with strategic planning and developing multi-faceted campaigns using litigation, policy advocacy, organizing and communications strategies
- Develop, support, and lead major litigation, including helping advocates identify recurring issues ripe for impact litigation
- Partner with community organizers and grassroots leaders to develop and implement systems change initiatives
- Work with LAJC's policy teams to develop and execute policy advocacy campaigns and foster collaboration with litigation and organizing efforts
- Promote litigation skill development by matching attorney goals with campaign needs and working with LAJC's Director of Professional Development Director to identify training needs and opportunities
- Co-teach our Civil Rights Clinic at University of Virginia School of Law
- Develop systems that facilitate information-sharing and efficiency in bringing major advocacy campaigns

**Required  
Qualifications**

- Virginia Bar licensure, or ability to waive in to the Virginia Bar
- Strong commitment to public interest law
- Experience working in communities directly impacted by economic and racial injustice
- At least seven years of relevant legal experience
- Outstanding oral advocacy, research, writing, organizational, and leadership skills
- Ability to work effectively both independently and collaboratively
- Reliable personal transportation and willingness to travel statewide occasionally and to LAJC's other offices frequently
- Sense of humor

**Preferred  
Qualifications**

- Familiarity with many of our areas of practice
- Diverse economic, social, and/or cultural experiences
- Significant federal litigation experience, particularly in class actions and civil rights cases

**Location**

Any of LAJC's offices (Richmond, Falls Church, Charlottesville), with slight preference for Charlottesville. (Must be willing to come to Charlottesville at least one day per week while the Civil Rights Clinic is in session.)

**Start Date**

June 2019, with some flexibility

**Salary**

Salary range is \$81,000 to \$97,000 per year based on a formal salary scale that depends on years of relevant experience. Staff located in the Falls Church office receive a \$6,500 per year supplement to accommodate for the increase cost of living. Exceptional fringe benefits include generous leave, fully paid health insurance, retirement plan, student loan repayment assistance, and a great work environment.

**Benefits**

- Generous leave
- Excellent family health insurance
- Loan repayment assistance
- 403(b) pension plan

**Application  
Instructions**

Email a cover letter, resume, three references, and a writing sample to Angela Ciolfi, Executive Director, at [hiring@justice4all.org](mailto:hiring@justice4all.org). The cover letter should highlight experience in building impact campaigns, including relevant litigation experience. The cover letter should also highlight any specialized skills, such as language fluency, organizing experience, or technology skills. The positions will be open until filled, and applications are being reviewed on a rolling basis. Questions? Contact Angela Ciolfi, Executive Director, at [angela@justice4all.org](mailto:angela@justice4all.org) or 434-529-1810.

*The Legal Aid Justice Center is an equal opportunity employer, committed to inclusive hiring and dedicated to diversity in our work and staff. We strongly encourage candidates of all identities, experiences, and communities to apply. The Legal Aid Justice Center is committed to strengthening the voices of our low-income clients, working in collaboration with community partners, and rooting out the inequities that keep people in poverty. We strive to take on the issues that have broad impact on our client communities and to be responsive to client input. Recognizing the particular impact of racism on our clients and staff, we devote special attention to dismantling racial injustice. All applicants must be dedicated to working in and sustaining an environment that enables staff and clients to feel empowered, valued, respected, and safe. In reviewing applications, we look for evidence that applicants have experience and/or thoughtfulness in working with traditionally marginalized populations.*