

## Civil Rights Attorney (Charlottesville)

### 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 seeks a full-time attorney to advocate across multiple campaigns in its JustChildren and Civil Rights & Racial Justice Programs with a focus on criminal legal reform, juvenile justice, school policing, and prison healthcare. This position is co-supervised by the JustChildren Legal Director and the Civil Rights & Racial Justice Legal Director. The attorney will have a variety of responsibilities but will focus primarily on litigation. Responsibilities will include:

- Lead complex federal litigation, including LAJC's class action prison healthcare lawsuit
- Co-teach our Civil Rights Clinic at the University of Virginia School of Law
- Provide legal advice and representation for low-income families in education cases (*e.g.*, special education, suspension and expulsion, discrimination, etc.) and juvenile justice cases (*e.g.*, serious offender review hearings, services during confinement and re-entry, etc.) for the purpose of investigating systemic violations
- Develop impact campaigns seeking reform in Virginia's public education and juvenile justice systems
- Advocate across campaigns seeking to end the criminalization of poverty and people of color in Virginia through police accountability, pretrial reform, and just treatment of people confined to carceral institutions
- Advocate for legislation, regulations, and policies that support our advocacy goals, and attend and testify at legislative committee meetings, state agency meetings, and local government meetings
- Partner with community organizers and grassroots leaders to develop and implement systems change initiatives
- Produce publications, including reports, issue briefs, fact sheets, op-eds, and blog posts
- Draft press releases, organize press conferences, and respond to media inquiries
- Utilize LAJC's social media and action alert software

### Required

- Virginia Bar licensure, or ability to waive into the Virginia Bar

- Qualifications**
- Strong commitment to public interest law
  - Experience working in communities directly impacted by economic and racial injustice
  - At least three 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
  - Sense of humor
- Preferred Qualifications**
- Broad civil rights experience, including familiarity with criminal legal reform, education law, and juvenile justice
  - Significant federal litigation experience, particularly in class actions and civil rights cases
  - Experience with data analysis
  - Diverse economic, social, and/or cultural experiences
- Location** Charlottesville
- Start Date** August 2019
- Salary** Salary range is \$54,000 to \$82,000 based on years of relevant experience and LAJC's formal salary scale.
- 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 Rachael Deane, JustChildren Legal Director, at [hiring@justice4all.org](mailto: hiring@justice4all.org). The cover letter should highlight relevant litigation experience and experience building impact campaigns. 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, but we will begin to review applications on Monday, August 5, 2019. Questions? Contact Rachael Deane, JustChildren Legal Director, at [rachael@justice4all.org](mailto: rachael@justice4all.org) or 804-521-7304.

*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.*