

## ATTORNEY – YOUTH JUSTICE PROGRAM

### Legal Aid Justice Center

#### Richmond, VA

#### About the Legal Aid Justice Center

The Legal Aid Justice Center is a nationally recognized nonprofit organization that partners with communities and clients to achieve justice by dismantling the systems that create and perpetuate poverty. Justice means racial justice, economic justice, and social justice. From its offices in Charlottesville, Richmond, Petersburg, and Falls Church, LAJC is a fierce advocate for low-income clients and communities in Virginia. Just in the past year, we permanently repealed Virginia's driver's license suspension for court debt scheme, secured an injunction slashing the number of immigrants detained by ICE at the largest detention center in the Mid-Atlantic and passed a law giving Virginia oversight authority, won the nation's first COVID-specific, statewide, and enforceable workplace safety standards, passed legislation enabling communities to set up civilian oversight for law enforcement, and decriminalized school-based disorderly conduct, which was a leading contributor to the school-to-prison pipeline, especially for Black girls.

Founded in 1967, LAJC provides services under four key program areas: Civil Rights & Racial Justice, Economic Justice, Youth Justice, 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

Legal Aid Justice Center seeks a full-time, experienced community lawyer for its Youth Justice Program. Working on a dynamic team of attorneys and community organizers, the attorney will use legal and policy advocacy to support grassroots, community-led campaigns to advance education equity, demand a fair and restorative youth justice system, dismantle structural racism in Virginia's child-serving systems, and build communities where all families can thrive.

#### Job Duties

- Provide advice and counsel to individuals and community groups on education, youth justice, and child welfare reform issues
- Work alongside organizers and community members to build and implement impact advocacy campaigns in the Youth Justice Program's core issue areas
- Advocate for legislation, regulations, and policies that support young people, especially youth of color, those from low-wealth communities, and students with disabilities
- Participate in various work groups, coalitions, etc., and attend community events
- Produce publications including fact sheets, issue briefs, reports, and op-eds
- Assist with advocacy communications efforts, e.g., drafting press releases, responding to media inquiries, and drafting content for social media
- When appropriate, support impact litigation in state and federal court

- Required Qualifications**
- Strong commitment to social, economic, and racial justice
  - Membership in the Virginia bar, confirmed eligibility to waive in, or willingness to sit for the February 2022 Virginia bar (LAJC provides bar study leave and application fees)
  - At least one year of relevant experience
  - Professional or lived experience advocating in low-wealth communities
  - Outstanding oral advocacy, research, writing, and leadership skills
  - Ability to work effectively across multiple teams
  - Ability to communicate effectively across lines of identity
  - Willingness to travel statewide occasionally

- Preferred Qualifications**
- At least four years of relevant experience
  - Familiarity with Virginia and/or federal court practice
  - Familiarity with community lawyering approaches and/or youth organizing
  - Experience with impact advocacy
  - Expertise in one or more of the Youth Justice Program's core issue areas, including education, youth justice, and child welfare reform
  - Experience with coalition building

**Location** This role will be based in our Richmond office. Occasional travel between offices will be required.

**Application Deadline** September 7, 2021. We accept applications on a rolling basis and encourage candidates to apply as soon as possible.

**Salary** Salary range is \$55,000 to \$70,000 based on years of relevant experience and LAJC's formal salary scale.

**Benefits** Our mission is compelling, and our team members are passionate about their work, and so we recognize the need to provide generous benefits and encourage rest and a healthy work environment. For example, we provide:

- Generous paid time off every year, including 3 to 6 weeks of vacation, 12 days of health leave, 6 weeks parental leave, and 14 holidays (not including bonus holidays/rest days allocated as needed)
- 100% employer paid health, dental, and vision insurance, plus excellent family insurance with annual max of \$2,400 premium contribution to LAJC-sponsored health plan
- 403(b) retirement plan with 4% employer contribution (no required match)
- Strong commitment to professional development
- Law school loan repayment assistance and full reimbursement for VA bar and CLE expenses
- Relocation package

**Application Instructions** Email a cover letter, writing sample, resume, and three references to Rachael Deane at [hiring@justice4all.org](mailto: hiring@justice4all.org). If you're able, please submit your application as a single PDF titled "[date submitted in yyyy.mm.dd format][last name][first name][position sought]." Please include "Attorney – Youth Justice Program" in the email subject.

*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.*