

## ATTORNEY – HOUSING

### Legal Aid Justice Center

#### Richmond, Virginia

#### 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 Just in the past year, we permanently repealed Virginia’s driver’s license suspension for court debt scheme, secured an injunction slashing the number of immigrants detained by ICE at the largest detention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’s Economic Justice Program seeks an attorney to support and further its efforts to join the community’s fight for fair and affordable housing in Richmond and surrounding areas. A successful candidate will bring a creative and community-focused lens to reducing evictions and maintaining or increasing the stock of quality affordable housing through close liaisons with community members and groups, and be unafraid to engage in bold advocacy and impact litigation on behalf of the low-income community we serve. Over time, the position may evolve to include other areas of poverty law, such as consumer, public benefits, employment, etc.

#### Job Duties

- Make connections with community members and groups concerned with housing-related issues, and take direction from the needs of client groups as appropriate, while working closely with organizers on our team
- Engage in well-rounded advocacy efforts focused on reducing evictions and increasing affordable housing at the local and state level
- Mentor or supervise less-experienced attorney(s) on our team
- Represent individuals in housing-related legal cases
- Bring impact litigation focused on reducing evictions and maintaining or increasing the supply of quality affordable housing

#### Required Qualifications

- Strong commitment to social, economic, and racial justice
- Experience developing or litigating impact cases or campaigns
- Ability to make connections and coalitions across lines of identity

- Active bar membership with either (1) confirmed eligibility to waive into membership in the Virginia bar, or (2) willingness to sit for the February 2022 Virginia bar (LAJC provides bar study leave and application fees). (Please note that a proposed new rule would, if enacted, make it much easier for attorneys licensed in other states to waive in so long as they are employed by a licensed legal aid.)

### Preferred Qualifications

- Virginia Bar Membership
- At least 3 years' experience in anti-poverty or anti-racist advocacy or a related field
- Direct experience related to state or federal housing law

### Location

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

### Application Deadline

October 15, 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, a relevant writing sample, three references, and resume to Brenda Castaneda 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 - Housing" 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.*