

## LEGAL DIRECTOR, YOUTH JUSTICE

### Legal Aid Justice Center

#### Richmond, Charlottesville, or Falls Church

##### 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 Just in the past year, we permanently repealed Virginia's driver's license suspension for court debt scheme, secured an injunction slashing the number of immigrants detained by ICE at the largest detention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 students.

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 strategic, collaborative legal advocate to lead a creative and passionate team of attorneys and organizers as Legal Director. Reporting to the Deputy Director for Advocacy, the Legal Director provides strategic vision for and guidance over YJP's advocacy campaigns.

##### Job Duties

- Devise strategic advocacy campaigns using the variety of tools employed by LAJC's programs, including impact litigation and individual representation, organizing, policy advocacy, and community education and technical assistance
- Create and set the agenda for the program, including annual planning and identifying priorities
- Mentor and directly supervise staff, including attorneys, organizers, interns/fellows and volunteers
- Build relationships with directly impacted community members, members of the bench and bar, agency heads and elected officials
- Assist with development and fundraising efforts as needed
- Work in coalition with other legal, non-profit and community-based advocacy organizations
- Serve as a member of LAJC's management team, which advises the Executive Director as she decides organizational priorities for all programmatic work and provides stewardship of organizational resources

**Required  
Qualifications**

While no one candidate will possess all the requirements listed below, the ideal candidate will have many of the following qualifications:

- Minimum five years' experience practicing law
- Membership in the Virginia State Bar, or eligibility and willingness to become a member of the VSB promptly – either by passing the bar exam, or meeting requirements to “waive” into bar membership without taking the bar exam. (Note that new Virginia Supreme Court Rule 1A:9 allows most lawyers who have practiced continuously in another jurisdiction for two years to become members of the VSB if they practice for Virginia legal aid organizations (like LAJC) under a “Legal Aid Counsel Certificate.”)
- Mission-aligned experience (work or lived) partnering with and advocating in low-wealth communities and communities of color
- Sincere and demonstrated commitment to racial equity, inclusion, and justice
- Familiarity with youth issues (from work or lived experience)
- Ability to work and communicate effectively across lines of identity and difference, including the ability or interest to contest divisive narratives
- Ability to manage projects and teams with multiple moving parts
- Ability to work effectively both independently and collaboratively
- Strong oral advocacy, research and writing skills
- Willingness to work a flexible schedule that may include evening and weekend events, as well as occasional travel

**Preferred  
Qualifications**

- Policy advocacy experience at the agency and legislative level
- Experience supporting the development and execution of campaigns and/or community or movement lawyering, grassroots organizing, and coalition building
- Familiarity with working with youth with diverse backgrounds
- Experience or familiarity with supervising or working with community organizers
- Prior advocacy experience (work or lived) using an explicit race equity lens
- Prior supervisory experience (in official capacity as supervisor or substantially similar work without official title)
- Flexibility and adaptive approach

**Location**

This role will be based in our Richmond, Charlottesville, or Falls Church offices. Occasional travel between offices will be required.

**Application  
Deadline**

Applications will start being reviewed immediately and on a rolling basis.

**Salary**

Salary range is \$90,000 to \$115,000 based on years of relevant experience and LAJC’s formal salary scale, upward 12% cost-of-living adjustment is available for positions based in Falls Church.

## 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, resume, three references, and a writing sample to Elaine Poon, Deputy Director for Advocacy, at [hire@justice4all.org](mailto:hire@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 "YJP Legal Director" in the email subject. The cover letter should highlight any experience (lived or worked) advocating for justice for people who experience marginalization because of their race or economic status and/or specialized skills, such as data analysis, technology skills, or language fluency.

*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.*