



**Equal Justice Works Fellowship Announcement
Native American Unit - Crime Victims Project
Staff Attorney in various locations**

Northwest Justice Project (NJP) is Washington's state and federally funded civil legal aid program. As a not-for-profit statewide law firm whose mission is: Combatting Injustice – Strengthening Communities – Protecting Human Dignity, NJP seeks applicants for a full-time attorney position at NJP as an Equal Justice Works Fellow (funded through August 2025) in the program's Native American Unit-Crime Victims Project (NAU-CV). NAU-CV is an existing NJP project that collaborates statewide with tribal programs and Native-focused victim services organizations to address the legal needs of Native crime victims. The NAU seeks applications from qualified attorneys to undertake mission-directed work to address the civil legal needs of Native American crime victims in underserved communities experiencing collateral legal issues. The position can be located at one of NJP's offices (Bremerton, Port Angeles, Omak, Tacoma, or Yakima).

The Equal Justice Works Crime Victims Advocacy Program will:

- support a national cohort of 21 attorney Fellows and 21 summer law student Fellows working at selected host organizations across the country,
- expand NJP's capacity to provide legal assistance to victims of crime in underserved, BIPOC communities, including civil legal assistance and legal assistance on victims' rights enforcement.

The legal services provided will include advice, consultation, community education presentations, pro se assistance, and full representation to crime victims. Much, but not all, of the legal work will be in tribal courts matters, assisting crime victims with cases concerning their immediate safety, ongoing protection, and family law needs. Other casework may include assisting victims with housing rights, protecting their rights in criminal proceedings, and assisting victims of trafficking, financial fraud, or elder abuse. The NAU-CV fellow will be responsible for maintaining and developing relationships with tribal domestic violence/crime victims' advocates, Native American-focused social services agencies, law enforcement staff, and others to facilitate access to legal assistance for Native clients and provide technical support to the Native American advocacy community.

An Equal Justice Works fellowship is an opportunity to transform your passion for equal justice into a career. Fellows will be part of a prestigious cohort of attorneys hosted by legal services organizations across the United States. Fellows will develop experience and skills to

be a leader in social justice. Please note Fellows must commit to fulfilling the term of the fellowship (through August 2025) and will sign a Fellowship Agreement with Equal Justice Works.

NJP requires all employees to be vaccinated and boosted against COVID-19. Providing proof of COVID-19 vaccine is a condition of employment. Exemptions based on medical and sincerely held religious beliefs may be requested per NJP's EEO employer policy.

Fellowship responsibilities include:

- Provide advice, limited and extensive pro se assistance, and representation, to Native American crime victims in tribal and state courts in eastern Washington, south Puget Sound or Olympic Peninsula region, depending on location.
- Develop and maintain relationships with tribal DV advocate programs and personnel. This includes willingness and ability to travel across identified regions for outreach.
- Engage with the client communities and conduct legal education events for client groups, social and human services providers, and civil and tribal justice system stakeholders.
- Work collaboratively with NAU colleagues and field offices to identify and address the most critical needs of Native American crime victim communities in the assigned region.
- Help identify and develop online resources and identify self-help resources and tools for crime victims for use by attorneys and/or unrepresented litigants.
- Serve as a resource to other advocates on tribal court practice, and legal issues arising from a client's crime victimization.
- Support the work of NJP partners, including the Native American Task Force, volunteer lawyers, private attorneys, other legal aid providers, and organizations addressing the legal needs of Native Americans crime victims.
- Utilize NJP's case management and timekeeping systems and comply with all applicable regulatory requirements and reporting needs.

The successful applicant for this position will have the following qualifications and experience or demonstrated abilities:

- Strong written and verbal communication skills.
- Experience with community outreach and presentations is a plus.
- Litigation experience is a plus, especially experience in Indian and Tribal Law, Tribal Courts, Federal Courts, or State and Federal administrative agencies, on matters that concern the unique status of Indian persons.
- Knowledge of one or more substantive areas, including family, housing, public benefits, and other legal matters affected by Native American status.
- Experience working with victim communities; well-developed sense of empathy and compassion.
- Lived experience, or experience working with low-income Native American communities. Experience working with tribes is preferred.

- Ability to work collaboratively in a multidisciplinary setting to facilitate a coordinated community response and provide holistic services to clients.
- Ability to think outside of the box and develop creative solutions to problems.
- Excellent time management.
- Reliable transportation to travel throughout the assigned region.
- WSBA membership in good standing, the ability to acquire membership through admission by motion, or registered for the February 2024 bar exam.
- Alignment with Equal Justice Works and NJP mission, vision and values

NJP has adopted the Washington Race Equity and Justice Initiative (REJI) and is organizationally committed to fight racism and to incorporate equity and inclusion in our advocacy work and our internal systems and work environment. NJP expects all staff to uphold the REJI commitments and approach their role with a desire to learn and grow in this area.

Compensation: Starting salary is based upon years of experience, with an annual salary range of \$73,142 to \$133,712. We offer a comprehensive benefits package which includes 100% paid employee health premiums and significant premium shares for family health premiums, as well as generous time off.

To Apply: Please apply by uploading your cover letter, resume, and writing sample to <https://www.equaljusticeworks.org/crime-victims-advocacy-program-fellowship-application/>.

Cover letter should include description of any experience, personal or professional, with low income or other marginalized communities. The Northwest Justice Project is especially interested in qualified candidates whose professional, personal and/or service experience allow them to contribute to and support the legal aid community's commitment to race equity.

Application deadline: Applications will be accepted until the position is filled.

Learn more about the Northwest Justice Project [here](#)

NJP is committed to a policy of equal opportunity and fosters an environment free of barriers and discriminatory practices. NJP actively promotes mutual respect, acceptance, teamwork and productivity. NJP is committed to maintaining an organization whose staff, Board and clients are diverse in background, experience, race, color, national origin, gender, age, religious reference, marital status, sexual orientation, gender identity, gender expression, sensory, mental or physical abilities, veteran status, and other qualities that strengthen the program while reinforcing its commitment to basic fairness. People of color, people who identify as transgender, lesbian, gay, or bisexual, and those with disabilities are strongly encouraged to apply. Individuals needing a reasonable accommodation for the application or interview process or for more information about the project should contact the Human Resources Department by calling (206) 464-1519.