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César E. Torres
Executive Director

Northwest Justice Project

Job Announcement
Staff Attorney – Vancouver – Temporary

Northwest Justice Project (NJP) is a not-for-profit statewide law firm with a mission of **Combatting Injustice • Strengthening Communities • Protecting Human Dignity**. NJP secures justice for people in or near poverty through high quality legal advocacy that promotes the long-term well-being of low-income individuals, families and communities through legal representation, community partnerships, education, and other advocacy. Our Vancouver office serves the **Clark, Klickitat, and Skamania** Counties.

NJP seeks applications from qualified attorneys committed to supporting our mission in our Vancouver office.

This is a full-time temporary position anticipated to last up to one year.

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

JOB DUTIES:

The Vancouver staff attorney will undertake a range of duties including, but not limited to:

- Work collaboratively with office team to provide day-to-day legal assistance and direct representation to eligible clients referred to the Vancouver office in all relevant forums, including state, federal, administrative agencies, and appellate courts.

- Use strategic methods and a broad range of advocacy tools in multiple forums to address high priority client needs, with particular focus on legal needs of persons and groups that experience special barriers to accessing civil legal services, including immigrants, youth, seniors, disabled persons, and other groups.

- Develop collaborative working relationships with a statewide network of advocates working on similar issues throughout the state and participate in advocacy task forces or work groups to address systemic issues that affect seniors, low-income persons, and communities in Washington.

THE ALLIANCE for Equal Justice
LSC America's Partner for Equal Justice
LEGAL SERVICES CORPORATION

- Engage with client community and participate in legal education events for client groups, social and human services providers, justice system stakeholders, and serve as a resource to other advocates on areas of current or acquired expertise.

- Utilize NJP's case management and timekeeping systems and comply with all applicable regulatory requirements and reporting needs.

- Help identify and develop on-line resources for use by attorneys and/or unrepresented litigants on matters within areas of expertise.

- Support the work of NJP partners including the local volunteer lawyer program, private attorneys, programs serving the needs of unrepresented litigants, other legal aid providers and interested parties and organizations addressing the legal needs of low-income persons.

- Work collaboratively with other units at NJP when needed to support our values and mission to serve low-income clients throughout Washington State.

NJP has an organizational commitment to fight racism and to incorporate equity and inclusion in both the work we do and work environment we create. All staff are expected to uphold this commitment and approach their role with a desire to learn and grow in this area.

QUALIFICATIONS:

- Prior experience in all aspects of civil litigation with emphasis on issues that impact low-income persons in Washington is a plus.
- Family Law and/or Employment Law experience is a plus.
- Experience in affirmative litigation in state or federal court and experience in addressing systemic issues is a plus.
- Significant civil legal aid and related advocacy experience is preferred.
- Applicants should be culturally competent and have demonstrated experience working with low-income client communities, communities of color, limited English speakers and persons with disabilities.
- Washington State Bar Association membership in good standing, the ability to acquire membership through reciprocity, or ability to take the next Washington bar exam is required.
- Willingness to work in Vancouver and travel throughout **Clark, Klickitat, and Skamania** Counties is necessary.

Demonstrated experience and/or connection to NJP's client communities is preferred. Northwest Justice Project is especially interested in qualified candidates with professional, personal and/or service experience that allows them to contribute to and support the legal aid community's commitment to race equity. Must be willing to be engaged with the community to be served.

Compensation: Starting salary is based upon years of experience, with an annual salary range starting at $73,142 to $133,712. NJP offers compensation for those who are regularly asked to use a language other than English in their work. We provide a comprehensive benefits package that includes 100% paid employee health premiums and significant premium shares for family health premiums, as well as generous time off.

Hours of work: NJP's typical client office hours are 9:00 – 5:00, Monday through Friday. Attorney positions are exempt and those in the position are expected to work the hours needed to meet the professional responsibilities.

To Apply: Please send your cover letter resume, and writing sample to attorneyresume@nwjustice.org Your cover letter should include description of any experience, personal or professional, with low-income or other marginalized communities.

Application Deadline: March 15, 2024.

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 preference, marital status, sexual orientation, 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 or emailing attorneyresume@nwjustice.org