



Northwest Justice Project

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Executive Director

Job Announcement

Staff Attorney – Farm Worker Unit Yakima/Wenatchee/Omak/Quincy/Tri-Cities 2 positions

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.

Northwest Justice Project (NJP) seeks two qualified attorneys committed to supporting our mission through the work of our Farm Worker Unit (FWU). The FWU is a statewide unit that provides legal assistance to low-income agricultural workers throughout Washington. NJP is offering an opportunity to work in an exciting and highly mission driven legal aid environment working as part of a statewide legal team. These are full-time positions that may be in NJP's Yakima, Wenatchee, Omak, Quincy, or Tri-Cities office.

NJP seeks two attorneys who have a strong interest in working with farm worker communities and are willing to live and work in a rural area. The attorneys must be bilingual in English and Spanish and culturally competent to address the legal needs of farm workers and their communities.

The successful applicants will have demonstrated interest in one or more areas of high priority legal need for farm workers, such as employment and civil rights, a demonstrated ability to establish trust and connections with low-income client communities, and have a strong interest in conducting outreach and undertaking a broad range of advocacy strategies.

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:

- Engage in strategic advocacy in multiple forums, including state and federal courts, administrative agencies, and appellate courts to address high priority client needs of the farmworker community;
- Work collaboratively with a statewide network of NJP advocates and their office teams to offer high quality legal assistance and representation to clients in priority cases for the farmworker community, including sexual harassment, wage and hour, and retaliation cases and H-2A and civil rights advocacy;
- Work as part of a team of seven attorneys and four community educator/outreach workers;

- Utilize NJP's case management and timekeeping systems and comply with all applicable regulatory requirements and reporting needs;
- Build relationships with community partners;
- Engage with the farmworker community to build trust, educate and empower community members to exercise their legal rights;
- Support the work of NJP partners including the volunteer lawyers, private attorneys, other legal aid providers and interested parties and organizations addressing the legal needs of low-income persons.

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.

GENERAL QUALIFICATIONS:

- Washington State Bar Association membership in good standing, the ability to acquire admission by motion, or the ability to take the next Washington bar exam is required;
- Applicants must possess excellent oral and written communication skills, analytical, negotiation, and problem-solving skills;
- Ability to engage and work collaboratively with diverse partners and client communities;
- Three years of legal experience in legal aid or comparable practice preferred;
- Willingness to travel as needed to serve farmworkers throughout the state of Washington;
- Preference given to those with lived experience and/or experience working with farmworkers and immigrant persons;
- Culturally responsive to farmworkers, immigrants, and limited English proficient persons;
- Spanish proficiency required;
- A demonstrated ability to establish trust and connections with low-income client communities.

Northwest Justice Project is a publicly funded and regulated entity subject to various funding restrictions, and reporting requirements. The attorney must be willing to work within the context of these requirements.

COMPENSATION: Starting salary is based upon years of experience, with an annual salary range of \$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, which 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 a.m. - 5:00 p.m., 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 and include a description of any experience, personal or professional, with low-income or other marginalized communities, resume, and writing sample to attorneyresume@nwjustice.org.

Application deadline: April 26, 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 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 or emailing attorneyresume@nwjustice.org