



Job Announcement

Staff Attorney Legal Services for Crime Victims King County, Kent, WA

Northwest Justice Project (NJP) is a not-for-profit statewide law firm that pursues its mission to combat injustice, strengthen communities and protect human dignity through legal representation, community partnerships, and education. NJP seeks applications from qualified attorneys to undertake mission directed work to address the collateral civil legal needs of persons who have been victims of crime.

This position is one of several assigned to NJP general field service offices throughout the state. In conjunction with other NJP field staff lawyers, the King County VOCA General Legal Services lawyer will provide a full-range of civil legal assistance and representation to crime victims with high priority collateral civil legal needs. The lawyer will collaborate closely with victim and other community and court-based advocates, law enforcement, and others to identify and address the most pressing legal needs of crime victims in the region. This role will be expected to provide limited assistance, including advice and brief services, as well as representation in litigation, administrative procedures and other legal matters as resources allow.

The position will work as part of a larger team within NJP and will collaborate as part of a broader team of attorneys serving within the Washington Alliance for Equal Justice. Applicants should have a desire to work with crime victims and with the agencies that serve them. Although one of the highest legal needs is in family law litigation, applicants should also be interested and willing to pursue litigation in other areas to address collateral impacts of victimization.

GENERAL JOB DUTIES:

The team of attorneys will undertake a range of duties including, but not limited to:

- Work collaboratively with others to identify the most important problems that impact victims, their families and communities affected by crime
- Engage with clients and victim services providers to identify and seek individualized and systemic solutions to adverse consequences of victimization, with particular focus on victim and family safety, protecting and preserving access to basic needs, and persons and groups that experience special barriers to accessing civil legal services, including immigrants, limited English speaking persons, seniors, veterans, children and other groups
- Develop collaborative working relationships with a statewide network of advocates addressing similar and related issues throughout the state; participate in advocacy task forces or work groups to address systemic issues that arise in the context of crime victimization

- 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 crime victim rights and consequential legal impacts arising from being a victim of crime

NJP has an organizational commitment to fight racism and embrace equity and inclusion in both those we serve and those we employ. All staff are expected to uphold this commitment and approach their role with a desire to learn and grow in this area.

GENERAL QUALIFICATIONS:

- Member of the Washington Bar, the ability to acquire membership through admission by motion, or willing and able to take next bar.
- At least two years of legal experience in a legal aid or comparable practice
- Strong oral and written communication skills
- Attention to detail and willingness to develop and maintain systems to facilitate grant reporting and compliance requirements
- Able to develop and implement systems for case processing (e.g. referral, case triage and follow-up)
- Ability to work collaboratively with diverse partners, client communities, law enforcement, health care providers, guardians, case managers and others
- Cultural competency; especially with immigrants, crime victims, people with disabilities, limited English proficient persons, and seniors
- Overall commitment to low-income populations will be evaluated for each candidate. Preference given to those with direct or indirect experience working with domestic violence, sexual assault, and homicide crime victims
- Willingness to work in South King County and willingness to travel within the county.
- Spanish language ability is a plus, but not required

COMPENSATION:

Starting salary is based upon years of experience, with an annual salary range starting at \$80,142 to \$140,712. 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 their professional responsibilities.

To Apply: Submit a letter of interest, current resume and writing sample to:
attorneyresume@nwjustice.org

Cover letter and email subject line should clearly reference "Staff Attorney – VOCA". Cover letter should include description of any experience, personal or professional, with low income or other marginalized communities.

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: February 21, 2025.

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 encouraged to apply. Individuals needing 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.