



# Northwest Justice Project

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Abigail Daquiza  
Executive Director

## Job Announcement Staff Attorney - Native American Unit – Crime Victim Services Statewide

Northwest Justice Project (NJP) is a not-for-profit statewide law firm with a mission of **Combating 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 applications from qualified attorneys to address the civil legal needs of Native Americans who experience legal issues stemming from crime victimization. The attorney will provide legal assistance to Native Americans throughout Washington State. The Native American Unit (NAU) is a specialized unit that advocates for the rights of Native American individuals and communities, on-and off-reservation. NJP is offering an opportunity to work in an exciting and highly mission-driven legal aid environment as part of a statewide legal team.

This is a regular, full-time position. The office location to which the attorney is assigned is flexible, but may be dependent upon available space and must be conducive to collaborating with NAU staff in other locations. NJP has 20 offices located throughout eastern and western Washington. Visit <https://nwjustice.org/office-locations> for a complete list of possible office locations. The NAU-CV attorney serves clients statewide.

### RESPONSIBILITIES

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

- Advise and represent Native American clients in tribal, federal, state, and administrative courts in a broad range of civil legal matters. Much, but not all, of the legal work involves assisting domestic violence and sexual assault survivors with cases concerning their immediate safety, ongoing protection, and family law needs. Other casework may include representing crime victims with housing matters, protecting their rights in criminal proceedings, advising parents and guardians with tribal court dependencies, and assisting victims of financial fraud and elder abuse.
- Develop and maintain relationships statewide with tribal programs, agencies, and personnel, and other victim services organizations for Native Americans, to increase access to legal assistance and provide technical support to the Native American advocacy community. This requires travel throughout Washington for outreach and community engagement.

- Identify and engage with Native American client communities throughout Washington state and conduct legal education events for client groups, social and human services providers, and state 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 victims and Native American communities.
- Help identify and develop online resources for use by attorneys, community partners, and/or unrepresented Native American litigants on civil legal issues directly and indirectly affecting Native Americans in Washington State.
- Support the work of NJP partners, including the Native American Task Force, volunteer lawyers, private attorneys, other legal aid providers, and interested parties and organizations addressing the legal needs of Native American people with civil legal needs directly or indirectly in Washington state.
- Use NJP's case management and timekeeping systems and comply with all applicable regulatory requirements and reporting needs.
- Serve as a resource to other advocates on tribal court practice and legal issues arising from a client's status as a Native American.

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.

## **QUALIFICATIONS**

- Strong written and verbal communication skills.
- Litigation experience, with particular experience in tribal courts, state courts, federal courts, or administrative agencies, on civil legal issues such as family law, housing, public benefits or other legal matters affected by Native American status. A minimum of 3 years of litigation experience is preferred.
- Cultural competency and lived experience or demonstrated experience working with low-income Native American communities. Experience working with tribes is preferred.
- Experience with community outreach and presentations is a plus.
- Ability to work well with a team.
- Ability to think outside of the box and develop creative solutions to problems.
- Attention to detail and willingness to maintain systems, including timekeeping and case management, to facilitate grant reporting and compliance requirements.
- Member of the Washington Bar, the ability to acquire membership through admission by motion, or willing and able to take next bar exam.
- Able to work collaboratively and with a diverse array of clients, co-workers, opposing counsel and public and private entities.
- Ability to travel to courts, clients, and tribal communities in Washington state.
- Excellent time management.

**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 the professional responsibilities.

**To Apply:** Please submit your cover letter, resume, and writing sample to attorneyresume@nwjustice.org

NJP is 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. Candidates must be willing to be engaged with the community to be served.

**Application Deadline:** June 2, 2025

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 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*