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Northwest Justice Project

Job Announcement

Bilingual Staff Attorney– Farmworker Unit Yakima/Omak/Tri-Cities

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.

NJP seeks qualified bilingual (English/Spanish) attorney candidates committed to supporting our mission through the work of our Farmworker 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.

This is a regular full-time position covered by NJP's collective bargaining agreement. This position is funded for up to one year from the start date, or until December 31, 2026, whichever comes first. Locations include Yakima, Omak, and Tri-Cities. Assigned location may be limited based on office capacity.

JOB RESPONSIBILITIES:

- 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 that is composed of both attorneys and 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.
- Must work within the restrictions and reporting requirements of NJP funders

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:

- 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.
- Strong interest in working with farmworker communities and is committed to actively engaging with and serving communities in rural areas.
- Culturally competent to address the legal needs of farmworkers and their communities.
- Demonstrated interest in one or more areas of high priority legal need for farmworkers, such as employment and civil rights.
- Demonstrated ability to establish trust and connections with low-income client communities, and a strong interest in conducting outreach and undertaking a broad range of advocacy strategies.
- Excellent oral and written communication skills, analytical, negotiation, and problem-solving skills.
- Ability to engage and work collaboratively with diverse partners and client communities.
- Willingness and ability 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.
- Spanish proficiency required.

COMPENSATION: Starting salary is based upon years of experience, with an annual salary range starting at \$83,548 to \$146,692. 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. Please clearly reference "Bilingual Staff Attorney – FWU" in the email subject line.

Application deadline: Open until filled with priority given to applications received by August 29, 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 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

