



Northwest Justice Project

401 Second Ave S. Suite 407
Seattle, WA 98104
Tel. (206) 464-1519
Fax 206.903.0526

Toll Free 1-888-201-1012
www.nwjustice.org

Abigail Daquiz
Executive Director

Job Announcement Director of Advocacy

Northwest Justice Project (NJP) is a not-for-profit law firm with a mission of **Combating Injustice • Strengthening Communities • Protecting Human Dignity**. As Washington State's largest publicly funded not-for-profit law firm, providing free civil legal services to low-income individuals and families, 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.

The Director of Advocacy is a member of Northwest Justice Project's Executive Team (with the Executive Director, Deputy Director/General Counsel, and Director of Finance). The Director of Advocacy brings strategic vision, management, and legal expertise to Northwest Justice Project (NJP). The Director of Advocacy supports NJP's mission and its allocation of resources to provide high quality legal services to low-income Washingtonians and to break down barriers to equity caused by poverty, racism, sex discrimination, disability, limited English proficiency, and other circumstances that systemically impair access to essential resources and opportunity. The Director of Advocacy carries out these responsibilities through close collaboration with NJP's Statewide Advocacy Team (Advocacy Counsel and Senior Managing Attorneys), NJP's Communications Director, and by serving as an expert, supportive counsel, and resource to NJP Managing Attorneys and advocates.

The Director of Advocacy is also responsible for fostering and maintaining relationships with advocacy leaders in the broader access to justice, public interest, and legal communities in the region and nationally. They must engage in access to justice community-wide activities that promote NJP's advocacy goals and will be a visible leader within Washington's advocacy community.

The Director of Advocacy reports to the Executive Director.

The Director of Advocacy provides supervision of the Statewide Advocacy Team, made up of three Statewide Advocacy Counsel (AC) and five Senior Managing Attorneys. The Director of Advocacy also supervises the Statewide Litigation Assistant.

This is a full-time position. NJP's Administration office is located in Seattle, however this position may be based out of a number of NJP's locations.



The Director of Advocacy's role and function at NJP are:

- Supports and directly manages and supervises the Statewide Advocacy Team to effectively carry out their leadership and management responsibilities. This includes supporting:
 - systemic and individual advocacy and professional development opportunities for advocates,
 - promoting inclusive, equitable office/unit management and supervision practices,
 - promoting client-centered office/unit practices,
 - identifying and responding to emerging client community legal needs, and
 - coordinating statewide and systemic advocacy within NJP and with the broader Alliance for Equal Justice.
- Provides dynamic, motivational leadership for high quality, impactful, and innovative legal representation and advocacy to NJP's highly committed advocates.
- Communicates NJP's advocacy objectives and successes to encourage and enhance public support for NJP's work and mission in partnership with NJP's Communications Director.
- Promotes the effective use of organizational resources to advance NJP's mission and advocacy objectives through management of litigation and personnel budgets and participating in contract negotiations.
- Provide leadership and support to the SMAs that supervise the advocacy managers who oversee legal teams, including advising on personnel issues, supporting supervisory decision-making, facilitating leadership development, and ensuring consistent management practices across units.
- Develops advocacy structures and programs to respond to emerging client community needs and the needs of all NJP advocates.
- Along with executive management and the Statewide Advocacy Team, implements advocacy related policies and protocols, including coordination with the Deputy Director on regulatory and compliance issues, and develops effective systems for management and support of Managing Attorneys and advocates to ensure statewide collaboration on systemic advocacy efforts.
- As a member of the executive management team, works to address and enhance advocacy related professional development systems and provide opportunities to

develop advocacy leaders, and specifically helps to lead NJP's race equity focused staff development initiatives.

- Oversees NJP's development and implementation of advocacy goals including regional office work, systemic, and statewide advocacy initiatives.
- Facilitate coordination and collaboration among all NJP's offices and related entities, client intake and service systems, and specialized projects and units to strengthen NJP's statewide law firm culture to meet client access, legal representation needs, and advocacy objectives.
- Fosters and maintains relationships with advocacy leaders in the broader Access to Justice community and the wider legal community and serves as the chief spokesperson for communicating NJP's strategic advocacy goals to partners.
- Works collaboratively with Alliance for Equal Justice partners and supporters to develop and promote comprehensive advocacy strategies to achieve systemic goals.

Compliance/Accountability

The Director of Advocacy, in coordination with the Executive Team, is responsible for supporting department staff in leading their office/unit in a manner that implements and furthers:

- NJP hiring practices
- Program process related to performance review of office/unit staff
- NJP's Race Equity and Justice Initiatives
- Administrative and accounting procedures, including timekeeping and grant compliance
- Personnel policies
- Collective Bargaining Agreement
- NJP Program Policies
- Caseload guidelines
- Other policies and procedures as from time to time established and/or revised by NJP

Equity and Inclusion:

NJP has adopted the [Washington Race Equity and Justice Initiative](#) (REJI) and is organizationally committed to incorporating 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. The

Director of Advocacy plays a critical leadership role in advancing NJP's REJI commitments and our work to center race equity in advocacy determinations, support staff's anti-racist growth and development, and is committed to identifying and working to address ways that NJP can further advance our REJI commitments.

Qualifications for the position

To be successful in this leadership position, the Director of Advocacy will have many of the following qualities and competencies as demonstrated by specific experience:

- A minimum of fifteen (15) years of experience in legal aid programs, social justice or public interest organizations, or law firms with a demonstrated commitment to systemic, public interest litigation/advocacy for the common good.
- Significant experience in complex litigation at trial and appellate levels of state and/or federal courts or administrative tribunals. Demonstrated success in multi-forum, community-centered advocacy efforts.
- Ability to communicate strategic intent and to lead teams to identify, develop, and implement strategic advocacy initiatives and other systemic advocacy goals.
- Experience utilizing the media and other external communications as a tool for advocacy and to advance organizational goals.
- Experience managing and supervising individual advocate and non-advocate staff, managing advocacy teams, and/or managing managers.
- Culturally competent and able to work in a diverse environment with lawyers, advocates, and administrative staff with a broad range of backgrounds, experiences, and identities in a workplace committed to embracing equity and inclusion in all aspects of its work and organization.
- Recognized as a leader in the public interest and/or equal justice community, legal community, local not-for-profit community, or other similar social justice focused community of advocates, service providers, supporters and others pursuing social and systemic change to combat injustice, strengthen communities, protect human rights and/or promote human dignity.
- Flexibility, patience, curiosity, humility, and an ability to lead through times of ambiguity.

- Member in good standing of the Washington State Bar Association or other state bar and the ability to become a member of the Washington State Bar through APR 3(c).

If unable to meet all criteria, NJP will consider the full breadth of experience to determine if an applicant is deemed qualified.

Salary Range: Specific salary will be based upon relevant experience within the range \$179,114 to 267,592. In addition, NJP offers 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.

To Apply: Submit a letter of interest, current resume and writing sample to Human Resources at attorneyresume@nwjustice.org. Cover letter and email subject line should clearly reference "Director of Advocacy." Cover letter should directly address reason for interest in the position and outline experience mentoring others.

Application Deadline: April 17, 2026

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, 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.