

State of Washington
Attorney General's Office
invites applications for the position of:
**Assistant Attorney General - Social and
Health Services**

careers.wa.gov
Working for Washington State

SALARY: Depends on Qualifications

OPENING DATE: 02/11/21

CLOSING DATE: 02/28/21 11:59 PM

DESCRIPTION:

Persons requiring reasonable accommodation in the application process or requiring information in an alternative format may contact Kalea Muigai at 360-586-7698. Those with a hearing impairment in need of accommodation are encouraged to contact the Washington Relay Service at 1-800-676-3777 or www.washingtonrelay.com.



All employees and volunteers of the Washington State Attorney General's Office serve a crucial role in the protection of the state, its people and resources, thereby providing an incomparable degree of job satisfaction. The AGO is composed of diverse, collegial and supremely talented legal professionals who are resolute in their commitment to public service and share the common goal of advancing the public interest. For more information about the AGO, we encourage you to review the Office's Annual Report which can be found [HERE](#) and view [THIS VIDEO](#).

DUTIES:

The Seattle Social and Health Services (SHS) Division has an opening for an attorney Team Leader. The SHS Division consists of 31 attorneys and 29 support staff. The division provides legal representation to the Department of Children, Youth and Families (DCYF) and the Department of Social and Health Services (DSHS) in King County. The primary client agency for this position is the Washington State DCYF, which files dependency and termination of parental rights cases arising from allegations of child abuse and neglect by the child's parent, guardian or custodian. The

division also handles litigation related to licensed facilities, such as foster homes, child care facilities and adult family homes; cases involving the protection of vulnerable adults; and appeals of both juvenile and non-juvenile cases.

The current team leader position carries a caseload of dependency and termination cases and supervises five attorneys who also do dependency and termination litigation and appellate work. Duties include attorney-of-the-day coverage on juvenile court calendars, reviewing referrals for legal sufficiency, reviewing discovery, interviewing witnesses and otherwise preparing for trial, writing and responding to motions and providing case-specific advice to client agency social workers. There may be opportunities for additional activities, such as licensing and other administrative cases, appellate work, training and participation in practice improvement projects.

Supervisory responsibilities include training, coaching and mentoring attorneys of varying experience levels, evaluating attorney performance, supporting professional development and shared oversight responsibility for weekly case assignments, workload distribution and coverage of 11 calendars per week. In addition, this position actively participates in division leadership, attending regular meetings, assisting with the development and implementation of operational processes, and monitoring progress in achieving divisional goals.

The position is located in downtown Seattle and court appearances are in downtown Seattle, the Central District of Seattle and Kent. Calendar dockets and other court appearances are currently being conducted remotely, and trials are being done via Zoom. In fact, most staff of the AGO and SHS Division are currently producing exceptional work and positive results while exclusively telecommuting.

This is a fast-paced, high-volume practice characterized by unpredictable schedules, highly emotional situations and emergent issues. The high-stakes, emergent nature of this work means that advice and representation often occur under significant pressure. This work is of critical importance and can be immensely satisfying.

The staff of the division, all of whom are talented, dedicated, compassionate and highly collegial, serve an essential role in the protection of the state's most vulnerable people.

QUALIFICATIONS:

The successful candidate should have the following:

- **Solid understanding of juvenile dependency and termination law, as well as the ability to stay current with frequent legislative, case law and policy changes;**
- **Juvenile or related trial experience and excellent trial skills;**
- **Exceptional communication skills, including approachability, active listening skills and outstanding writing and oral advocacy skills;**
- **Strong interpersonal skills, including ability to establish and maintain productive working relationships within the division and with the court, client agencies and other stakeholders;**
- **Ability to proactively identify problems and propose pragmatic solutions;**
- **Ability to multi-task and stay highly organized while managing an active caseload as well as supervisory responsibilities;**
- **Ability to deal with an emotionally difficult subject matter;**
- **Patience, sensitivity and discretion to address performance and personnel issues;**
- **Flexibility and ability to quickly adapt to changing situations; and**
- **Commitment to public interest law, ability to be a team player and ability to foster a positive and inclusive working environment.**

Applicants must have graduated from a law school accredited by the ABA or completed the WSBA's Rule 6 Law Clerk Program and be licensed to practice law in Washington state. (Applicants who meet the other stated qualifications and are actively pursuing admission by motion will also be considered.) The AGO seeks applicants who are committed to public service as demonstrated by an applicant's background, talents, attitude, and enthusiasm for public law practice. The AGO greatly encourages, celebrates and values diversity, appreciating that a workforce composed of those from different backgrounds and experiences creates an inclusive environment, strengthens positive relationships with the local community and brings new perspectives and approaches to fulfill its mission of providing excellent, independent and ethical legal services to the State of Washington and protecting the rights of its people.

SUPPLEMENTAL INFORMATION:

This Managing Assistant Attorney General position is represented by the Association of Washington Assistant Attorneys General (AWAAG) / Washington Federation of State Employees (WFSE) AFSCME Council 28, AFL-CIO. Managing AAG salaries start at \$72,864. Ultimately, Managing AAG salaries are set in accordance with the AWAAG CBA. The position's location is King County and thus the person hired would be eligible for 5% King County Assignment pay per legislative action. A competitive state benefits package is also offered which includes a choice of medical/dental insurance plans, retirement, life and basic long-term disability insurance. In addition, there are non-financial benefits that include working in a collaborative and supportive work environment where professional development and work-life balance are highly valued. The health, safety and professional satisfaction of all AGO staff and volunteers is critical to fulfilling the mission of the AGO to provide exceptional legal services. Complementing and fostering this goal, as well as a long-standing commitment to environmental stewardship, is evidenced in the AGO's environmental policies.

Interested applicants must apply by hitting the "apply" button above. In addition to the on-line application, one must upload, via the system:

- A letter of interest;
- Resume;
- Law school transcript (unofficial copy is acceptable); and
- Writing sample.

If you have questions about this position and/or want to learn more about it before applying, please contact Division Chief Mary Li at Mary.Li@atg.wa.gov or 206-464-5417. The deadline to apply is February 28, 2021.

Honoring diversity, equity and inclusion means that as an agency, and as individuals, we are committed to ensuring that all employees and volunteers enjoy a respectful, safe and supportive working environment. Only by fostering the inclusion of people from all backgrounds, cultures and attributes, can AGO employees and volunteers achieve their fullest potential and best advance the goals and mission of the AGO.

The AGO is an equal opportunity employer and does not discriminate on the basis of race, creed, color, national origin, sex, marital status, sexual orientation/gender identity, age, disability, honorably discharged veteran or military status, retaliation or the use of a trained dog guide or

service animal by a person with a disability. Persons requiring reasonable accommodation in the application process or requiring information in an alternative format may contact Kalea Muigai at 360-586-7698. Those with a hearing impairment in need of accommodation are encouraged to contact the Washington Relay Service at 1-800-676-3777 or www.washingtonrelay.com.

Assistant Attorney General - Social and Health Services Supplemental Questionnaire

- * 1. Have you ever worked or volunteered for the Washington State Attorney General's Office? If yes, indicate dates and positions in which you served. If "NO", you will need to indicate "NO" or "N/A" in order to proceed with your application.

- * 2. List all activities or community involvement, past or present, that demonstrate a commitment to public service.

- * 3. Are you a current member of the Washington State Bar Association?
 Yes No

- 4. What is your Washington State Bar Association number?

- 5. It is important to note that to serve as an Assistant Attorney General, one must be a licensed attorney with the WSBA. If seeking admission to the WSBA via reciprocity, score transfer, motion or other means, please explain IN DETAIL when you applied for admission, current status of the application and expected date of admission?

- * 6. Have you ever been subject to discipline or censure by a Bar Association or other licensing organization? If "YES" provide a full explanation for each disciplinary action. If the answer is "NO" you must indicate this by typing "NO" in order to proceed with your application.

- * 7. Is there any Bar disciplinary proceeding pending against you? If "YES", provide a full explanation. If the answer is "NO", you must indicate this by typing "NO" in order to proceed with your application.

- * 8. Have you ever been held in contempt or sanctioned by any state or federal court or administrative agency? If "Yes", provide a full explanation for each action. If the answer is "No" you must indicate this by typing "No" in order to proceed with your application.

- * 9.

Have you ever been fired, asked to resign, or resigned in lieu of termination from any position? If "YES", you must provide a full explanation for each termination. If the answer is "NO", you must indicate this by typing "NO" in order to proceed with your application.

- * 10. Have you participated, whether as an attorney, paralegal, legal assistant, or in any other capacity, in the representation of any party in a matter where the party's interest was materially adverse to that of the State, its agencies, or its officers or employees? If "YES", please identify all such matters, including the parties to the matter, the court and cause number of the matter, and your role in the matter. If "NO", you must indicate this by typing "NO" in order to proceed with your application. If you require additional space, please attach additional sheets and indicate your attachment here.

- * 11. Have you participated as a judge, arbitrator, mediator, adjudicative officer, or as a law clerk to such a person, in a matter in which the State or any of its agencies, officers, or employees were a party? If YES, please identify all such matters, including the parties to the matter, the court and cause number of the matter, and your role in the matter. If "NO", you must indicate this by typing "NO" in order to proceed with your application. If you require additional space, please attach additional sheets and indicate your attachment here.

- * 12. Is there any other matter, person, entity, or personal interest that might present a conflict of interest or otherwise limit your ability to perform work for the Attorney General's Office or represent a state agency, officer, or employee? If YES, please identify such matters, persons, entities, or personal interests with sufficient detail to allow the Attorney General's Office to understand the nature of the potential conflict of interest. You are not required to disclose any pending or contemplated complaint or dispute for which the law allows you to remain anonymous; however, you are responsible for not accepting assignments that would violate conflict of interest or confidentiality provisions of the Rules of Professional Conduct or other laws with regard to such matters. If "NO", you must indicate this by typing "NO" in order to proceed with your application. If you require additional space, please attach additional sheets and indicate your attachment here.

- * 13. Please be advised that the AGO thoroughly checks references, including one's current employer. HOWEVER, it is very important to note that references are ONLY checked after at least one interview. Any concerns about checking references can be discussed during any interview. For the sake of efficiency, we ask that you proactively provide a release by responding affirmatively to the following statement. I authorize the Washington State Attorney General's Office (AGO) to contact any or all of my former or present employers, or organizations for which services have been provided, for the purposes of verification and reference. This may include information of a confidential nature, to include but is not limited to reviewing my personnel file, contacting any references, and/or contacting anyone else who might be familiar with my past job performance. I knowingly and voluntarily release the state of Washington, the AGO, its individual employees, and all my former or present employers, and their individual employees, from any and all known and unknown claims for damages or other relief arising out of the AGO's request for and receipt of employment information, unless my current or former employer is prohibited by state or federal law from disclosing the information that the AGO requests. PLEASE TYPE YOUR FULL NAME IN RESPONSE TO THIS SUPPLEMENTAL QUESTION TO PROVIDE SUCH AUTHORIZATION.

* 14. Have you uploaded all of the required material (i.e., letter of interest, resume, law school transcript and writing sample) with this application?

Yes No

* Required Question