



## **Job Announcement**

### **Bilingual Staff Attorney - Farmworker Unit -Yakima or Wenatchee**

The Northwest Justice Project (NJP) offers a unique opportunity to join a mission driven organization serving the legal needs of low-income people and communities in the Central region of Washington State. The Farmworker Unit (FWU) is a statewide unit within NJP that provides legal assistance to low-income agricultural workers throughout Washington. This position may be located in either NJP's Yakima or Wenatchee office. This is a full-time position.

NJP seeks applications from attorneys who have a strong interest in working with farmworker communities to address the collateral civil legal needs of farmworkers who have been victims of workplace crimes, including sexual violence, wage theft, fraud in labor contracting, and other financial exploitation.

The position will work as part of a larger team of farmworker unit advocates within NJP and will collaborate as part of a broader team of attorneys serving within the Washington Alliance for Equal Justice. The lawyer will identify, conduct outreach to, and collaborate closely with victim and other services agencies and other community organizations serving farmworkers.

#### **GENERAL JOB DUTIES:**

- Engage in strategic advocacy in multiple forums, including state and federal courts, administrative agencies, and appellate courts to address high priority legal needs of the farmworker community collateral to victimization.
- Work collaboratively 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.
- Engage with clients and victim services providers to identify institutional barriers to preventing and addressing the adverse consequences of crime victimization, and bring actions to obtain both individualized and systemic relief.
- Train victim services providers to spot legal issues and refer appropriate cases.
- Utilize NJP's case management and timekeeping systems and comply with all applicable regulatory requirements and reporting needs.

NJP has an organizational commitment to fight racism and to incorporate equity and inclusion in both the work we do and work environment we create. 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.
- Spanish spoken language proficiency required.
- Cultural competency in working with immigrants and limited English proficient persons.
- Applicants must possess excellent communication, analytical, negotiation, and problem-solving skills.
- Willingness to travel as needed to serve farmworkers throughout Eastern Washington.
- A demonstrated ability to establish trust and connections with low-income client communities.

**Compensation:** NJP Staff Attorney Salary Scale based on years of experience starting at \$63,233 annually.

**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 Human Resources at [attorneyresume@nwjustice.org](mailto:attorneyresume@nwjustice.org). Cover letter and email subject line should clearly reference “Staff Attorney – VOCA – Yakima/Wenatchee.” Cover letter should include description of any experience, personal or professional, with low income or other marginalized communities. **The Northwest Justice Project is especially interested in qualified candidates who’s professional, personal and/or service experience allow them to contribute to and support the legal aid community’s commitment to race equity.**

**Application Deadline:** September 18, 2020

*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 strongly 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.*