



## **STAFF ATTORNEY POSITION**

**Tri-Cities, WA**

**Full-time, exempt**

### **SUMMARY:**

Legal Counsel for Youth and Children (LCYC) seeks an advocate with a Washington state bar membership or ability to attain membership within the next few months to provide direct representation, community outreach, and education to young people 12-24 years who are or are at risk of experiencing homelessness in Benton and Franklin Counties.

The position will be based in Benton and Franklin Counties. LCYC is a virtual non-profit – the attorney will work from home and spend most of their time in the community, meeting with clients and community partners in schools, shelters, and at court. As part of the Youth Homelessness Program team, the attorney will be representing clients on a wide range of civil legal issues including, but not limited to housing, public benefits, employment, education, orders of protection, family law, and medical debt. Applicants do not need existing expertise in these legal areas, but they do need to arrive at LCYC with a commitment to continual learning. We are looking for a passionate, collaborative, and innovative attorney.

The attorney will provide legal assistance for young people through (1) direct legal representation (2) legal advice and consultation, and (3) legal education to youth and community partners. In addition, in collaboration with youth and community providers, the attorney will help identify and influence systemic barriers to the elimination of youth homelessness.

### **SALARY:**

Beginning salary is \$60,000 for a licensed attorney with no experience and is higher for attorneys with more experience up to \$82,000 for a full-time employee with annual target hours of 1,960. New hires who are not yet members of the Washington State Bar Association (WSBA) will start with a lower salary, set to increase upon admittance to the WSBA.

Supportive benefits include, but are not limited to, Flexible Time Away, medical and dental insurance, Family Savings Accounts, paid mileage for all work-related travel at the Federal reimbursement rate, and paid home office needs such as laptop computer and printer.

### **COMMITMENT TO INCLUSIVITY, EQUITY AND REPRESENTATION:**

LCYC is an equal opportunity employer committed to having a diverse staff and board reflective of the communities we serve. We strongly encourage applications from people of color, those with lived experience, people with disabilities, members of the LGBTQ+ community, and other underrepresented and historically marginalized groups. LCYC particularly values lived experience in our practice areas of child welfare, juvenile justice, youth and family immigration, and youth homelessness.

### **QUALIFICATIONS:**

- Law degree and Washington State bar membership or ability to attain membership within the next few months.
- Fluency in English and Spanish
- Demonstrated commitment to LCYC's mission of improving the well-being of youth by advancing their legal rights.

- Experience as a practicing attorney or law school work/internship/externship; past experience in juvenile dependencies or related child welfare, education, public benefits, housing, family law, or indigent defense field is strongly preferred.
- Ability to be flexible and adjust to meet the needs of the youth and community.
- Ability to create and cultivate partnerships with a diverse group of people and organizations.
- Ability to communicate legal concepts, options and potential outcomes in a developmentally appropriate manner with youth.
- Ability to work professionally with youth and develop a relationship of trust and confidence.
- Demonstrated interest and ability in working with youth and families of diverse racial, cultural, socio-economic backgrounds and inspire their confidence.
- Ability to work under supervision and respond to training.
- Ability to work independently and be self-motivated.
- The applicant must have a valid driver's license and access to a car as the position involves some travel.

### **JOB DUTIES:**

The staff attorney in Benton and Franklin Counties will undertake a range of duties including, but not limited to the list below. Due to COVID-19, LCYC is complying with recommendations of State and County Public Health Departments and limiting in-person contact with young people at this time. Best practice requires in-person contact, but at the start of the position contact with clients and partners will be virtual and will change based on public health recommendations.

- Conduct onsite intake for youth ages 12 -24 years who are or are at risk of becoming homeless. Intake is conducted regularly at local shelter(s), drop in center(s) and school(s). Intake times may fall outside of usual business hours.
- Provide youth with legal advice, referrals, mediation, and in-court representation as needed on a variety of civil legal matters including, but not limited to family law, child welfare, education, no contact orders, identification, benefits, emancipation, trancies, immigration, consumer debt and landlord tenant issues. May also address restitution, registration for sexual offenders, court fees, warrants and record sealing.
- Investigate each case; analyze facts in light of relevant legal considerations; conduct legal research; prepare litigation strategy; prepare legal memoranda, motions and briefs, and argue specific legal motions and pleadings; litigate evidentiary hearings; examine and cross-examine witnesses.
- Partner with local community service providers, school staff, shelter staff, court staff, young people, and LCYC Legal Supervisor on the direct delivery of services and continual improvement of the service model and its local adaptation.
- Present trainings for community providers, school staff, shelter staff, court staff, service providers and/or youth.
- Participate in regular case staffings with LCYC Legal Supervisor.
- Participate in monthly meetings and an annual retreat with other LCYC staff.
- Report trends and implications to LCYC's Deputy Director to help inform LCYC policy goals and work.
- Communicate regularly with other LCYC attorneys working on LCYC Youth Homelessness Program around Washington.
- Participate in trainings to continually improve the advocacy provided to the youth LCYC serves.
- Track time and pertinent case data from intakes and closing in LCYC's case management system.
- Regularly participate in all staff meetings, trainings, and identity group conversations on equity and systemic racism.

**TO APPLY:**

Submit a letter of interest, resume, brief writing sample, and list of three references to Chach Duarte White at [chach@lcywa.org](mailto:chach@lcywa.org). In your letter of interest, please include the following for your application to be considered: **How do you think your personal background or experiences, professional or otherwise, have prepared you to contribute to our commitment to anti-racism and equity internally and externally?** *This position will remain open until filled. The new attorney may start as early as July 1, 2020.*

**ABOUT LCYC:**

Legal Counsel for Youth and Children improves the well-being of young people by advancing their legal rights. We accomplish our mission through direct legal representation, strong community partnerships, and systemic advocacy. We have four program areas: child welfare, juvenile court, youth and family immigration, and youth homelessness.

LCYC provides community-based, holistic legal advocacy to expand access to justice for young people in Washington. LCYC was created and continues to evolve in response to the community's needs. We meet youth where they are – geographically, developmentally, emotionally, culturally, and linguistically. We collaborate with the youth, family members, educators, service providers, and other community partners to ensure that the legal and non-legal needs of the youth are met.

LCYC empowers youth by helping them understand and engage in complex legal systems that impact their lives and their families. We help youth understand and assess legal issues, options, potential consequences, and opportunities, before the youth determines the path forward.

LCYC is a team of supportive, creative, risk-taking, and flexible attorneys seeking to disrupt the status quo. We are willing to fail forward, make mistakes and learn, and embrace change. We believe humor and teamwork are critical to doing this sometimes incredibly difficult work.