



Northwest Justice Project

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César E. Torres
Executive Director

Job Announcement Staff Attorney – Yakima

NJP is receiving new funding through the Office of Civil Legal Aid's Civil Justice Reinvestment Plan. As a result, NJP is able to increase its staff capacity through the addition of new staff attorney positions located throughout Washington State.

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. Yakima sits at the Eastern foot of the Cascade Mountain range and includes diverse industries, affords rich cultural and recreational opportunities, and offers significant opportunity for professional growth and development within a larger statewide legal aid program.

NJP seeks applications from qualified attorneys committed to supporting our mission in Yakima and Kittitas counties working out of our Yakima office. The ideal candidate would be interested and willing to pursue civil litigation in areas related to housing, consumer protection, family law, public benefits, health care access and other emerging issues.

Demonstrated experience and/or connection to NJP's client communities is preferred. Northwest Justice Project is especially interested in qualified candidates with professional, personal and/or service experience that allows them to contribute to and support the legal aid community's commitment to race equity. Must be willing to be engaged with the community to be served.

GENERAL JOB DUTIES:

- Work collaboratively with their office teams to provide day-to-day legal assistance and direct representation to eligible clients referred to the office in all relevant forums, including state, federal, administrative agencies, and appellate courts.
- Use strategic methods and a broad range of advocacy tools in multiple forums to address high priority client needs, with particular focus on legal needs of persons and groups that experience special barriers to accessing civil legal services, including immigrants, youth, victims of crime, seniors, disabled persons, and other groups.
- Identify and engage with persons and groups that experience special barriers to accessing civil legal services, including immigrants, limited English speaking persons, seniors, victims

of crime, people experiencing homelessness, veterans, children, and people with disabilities.

- Develop collaborative working relationships with a statewide network of advocates addressing similar and related issues throughout the state; participate in advocacy task forces or work groups to address systemic issues that affect seniors, low-income persons, victims of crime, and communities in Washington.
- Engage with client community members and organizations, participate in legal education events for client groups, social and human services providers, engage with justice system stakeholders, and serve as a resource to other advocates on areas of current or acquired expertise.
- Utilize NJP's case management and timekeeping systems and comply with all applicable regulatory requirements and reporting needs.
- 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.

GENERAL QUALIFICATIONS:

- Member of the Washington Bar, licensed in a state bar to which Washington could grant reciprocity or willing and able to take next bar is required.
- 3 years of legal experience in legal aid or comparable practice preferred.
- Strong oral and written communication skills.
- Attention to detail and willingness to develop and maintain systems to facilitate grant reporting and compliance requirements.
- Able to develop and implement systems for case processing (e.g. referral, case triage and follow-up).
- Ability to engage and work collaboratively with diverse partners, client communities, law enforcement, health care providers, guardians, case managers, and others.
- Cultural competency; especially with immigrants, crime victims, people with disabilities, limited English proficient persons, and seniors.
- Overall commitment to serving low income populations will be evaluated for each candidate.
- Preference given to those with direct or indirect experience working with crime victims, as well as immigrant persons.
- Willingness to travel throughout the geographic service area of the Yakima office
- Spanish proficiency preferred.

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.

COMPENSATION: Starting salary is based upon years of experience, with an annual salary range starting at \$63,233 to \$118,185. We offer a comprehensive benefits package that 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 – 5:00, 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: Submit a letter of interest, current resume and writing sample to Victoria Hester at attorneyresume@nwjustice.org. Cover letter and email subject line should clearly reference "Staff Attorney – Yakima." Cover letter should include description of any past experience, personal or professional, with low income or other marginalized communities. **The Northwest Justice Project is especially interested in qualified candidates whose professional, personal and/or service experience allow them to contribute to and support the legal aid community's commitment to race equity.**

Application Deadline: June 5, 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 Victoria Hester at 206-707-0998.