



Director, Educational Opportunities Project

The Lawyers' Committee for Civil Rights Under Law, one of the nation's leading non-profit racial justice organizations, is seeking an experienced, talented, and dynamic Director of its Educational Opportunities Project. Now in its 56th year, the Lawyers' Committee utilizes legal strategies to combat racial discrimination and secure racial justice nationally. Working in collaboration with the private bar, clients, and partner organizations, the Lawyers' Committee is on the front lines in identifying and responding to threats to civil rights enforcement in the current landscape, and articulating and implementing multi-faceted or innovative strategies to address legal violations and emerging patterns of discrimination.

The Lawyers' Committee seeks an energetic, knowledgeable and able Director for its Educational Opportunities Project. The Director will lead the organization's national efforts to promote educational equity in both K-12 schools and higher education, which include promoting diverse and integrated learning environments; defending race conscious college admissions policies; enforcing the rights of students with disabilities and English Language Learners and challenging discriminatory school discipline policies, student assignment practices, as well as school funding inequities.

The Director will oversee all aspects of our litigation and programs and develops and implements an integrated strategy that uses impact litigation, public policy advocacy, innovative programs and initiatives, and public education to promote racial justice and educational equity. The ideal candidate should have a demonstrated commitment to racial justice, as well as cultural competency and experience working with underserved and marginalized communities.

The Director will lead a team that includes the director of our Parental Readiness and Empowerment Program (PREP), litigators, program managers, and one or more legal fellows. The Director reports directly to the Chief Counsel and is responsible for operationalizing the Project's mission to promote educational equity and access for all students.

Specific Duties and Responsibilities:

Essential responsibilities of the Director include but are not limited to the following:

- Develop and manage all aspects of the Project's litigation docket, public policy agenda and programs and initiatives.
- Lead the Project's litigation efforts in the courts.
- Identify the Project's priorities and ensure that the Program's resources are used effectively in support.

- Serve as a thought leader on all issues related to all aspects of the Project's work.
- Represent the Lawyers' Committee in our coalition work, with the media, and at meetings with members of congress and high-level staff at the federal agencies we interact with.
- Coordinate with other Projects at the Lawyers' Committee to develop and implement an intersectional approach to our racial justice work.
- Work collaboratively with coalition partners to formulate legal and non-legal strategies to combat racial discrimination in education.
- Supervise all Project staff including litigating and non-litigating attorneys, program managers or legal assistants, and law fellows and legal interns. This may also include participating in the supervision or support of pro bono attorneys and other co-counsel supporting the Project's active docket.
- Develop and manage the Project's budget in conjunction with the Chief Financial Officer.
- Collaborate with Development and Communications staff in elevating the impact of the Project's work.
- Offer training and technical assistance on matters related to a student's educational and civil rights to both a legal and non-legal audience.
- Translate the organization's strategic goals and priorities into realistic and flexible plans, and monitor those plans to ensure positive outcomes.

Experience and Qualifications:

The Lawyers' Committee is seeking an ambitious and dedicated Project Director with experience challenging inequitable educational practices in both K-12 schools and higher education. The successful candidate will have a strong track record of leadership and ability to drive a vision within a complex and multi-faceted organization. A strong candidate will have personal experience in organizing and coalition building, as well as a track record of strategic development of long-term policy plans.

Required qualifications of this position include but are not limited to:

- Admission to the bar of at least one state and, if not already admitted, will seek admission to the DC bar within one year of hire.
- A minimum of eight to ten years of professional experience is strongly preferred although individuals with less experience but the requisite skills are also encouraged to apply.
- Significant experience in litigating complex matters.
- Substantial litigation and/or advocacy experience on education discrimination matters and the ability to work with communities harmed by discriminatory practices.
- Exceptional legal research and writing and oral advocacy skills. Ability to communicate effectively with diverse audiences, including the general public, media, and policy makers.
- Highest integrity, sound judgment, and strong communication skills.

- Commitment to diversity and inclusiveness and respect for differences in regards to race, ethnicity, age, gender, gender identity, sexual orientation, religion, ability, and socioeconomic circumstances.
- Ability to work collaboratively and respectfully and the ability to resolve obstacles and/or conflicts.
- Commitment and demonstrated ability to provide culturally-competent advocacy.
- Ability to work efficiently and effectively under pressure.
- Demonstrated ability to take initiative, think creatively and work independently.
- Ability to travel for litigation, conferences, speaking engagements and client development.
- Experience in management and supervision and demonstrated commitment to optimizing each team member's skills and potential is preferred.

To Apply: Please submit a cover letter, resume, and writing sample to <https://podio.com/webforms/22727897/1608094>. No calls will be accepted. The position will remain open until filled and applications will be reviewed on a rolling basis. Salary and benefits are competitive for a nonprofit legal organization.

The Lawyers' Committee does not discriminate on the basis of actual or perceived race, religion, color, national origin, ancestry, disability, medical condition, marital status, sex, age, sexual orientation, gender identity or expression, family responsibility, personal appearance, genetic information, matriculation, political affiliation, or any other status protected under law. We strongly encourage candidates of color and candidates from underrepresented communities to apply.

Accessibility Assistance: Although calls will not be accepted regarding questions about the position, if you are an individual with a disability and need assistance completing the online application, please call 202-662-8600 and ask for an applicant accommodation or send an email with the subject line "Applicant Accommodation" to kcoates@lawyerscommittee.org.