



Counsel, Criminal Justice Project

The Lawyers' Committee for Civil Rights Under Law is one of the leading national civil rights legal organizations, with the principal mission of fighting racial discrimination faced by African Americans and other racial and ethnic minorities. The Lawyers' Committee was formed in 1963 at the request of President John F. Kennedy to enlist the private bar's leadership and resources in combating racial discrimination and the resulting inequality of opportunity—work that continues to be vital today.

The Lawyers' Committee seeks an experienced Attorney with a demonstrated commitment to racial justice to serve as a Counsel in the Criminal Justice Project. The Criminal Justice Project seeks to challenge the criminalization of poverty and end institutional practices that contribute to mass incarceration through impact litigation, amicus curiae practice, public education, programming and policy advocacy. The Counsel will have the opportunity to work, in conjunction with the private bar, to investigate and bring challenges against violations of the right to counsel, the unconstitutional jailing of poor defendants who are unable to pay criminal justice debt, bail practices that make a person's access to freedom dependent upon their ability to pay, police misconduct and other practices affecting equal justice in the criminal justice system.

Applicants must possess excellent legal writing and legal research skills and substantial litigation experience. Ideal candidates will be organized, responsive and able to manage a large and fluid workload, as well as have the ability to work well with colleagues, Pro-Bono Counsel and fellow advocacy organizations.

This is a full-time position based in Washington, DC. Significant travel is required.

Specific Duties and Responsibilities:

- Litigate in federal and/or state courts, including appellate courts throughout the country;
- Conduct legal research and writing legal memoranda, briefs and articles;
- Review and analyze proposed criminal justice legislation, regulations, policies and other related documents in an effective, well-reasoned and timely manner;

- Draft pleadings and briefs, engage in discovery and motion practice, and conduct evidentiary hearings and oral arguments;
- Lead investigations, develop new cases and lead complex litigation;
- Engage in public speaking, writing op-eds and articulating the Lawyers' Committee's positions on various civil rights and criminal justice reform matters; and
- Demonstrate a commitment to diversity within and outside the office and an ability to implement an advocacy-driven approach to the work.

Minimum Requirements and Competencies:

- Deep commitment to the advancement of civil rights and racial justice;
- Graduation from an accredited law school;
- Active membership in the District of Columbia bar or the ability waive in;
- 5+ years of post-JD legal experience;
- Experience as a Public Defender, Prosecutor, Counsel in criminal cases, Civil Rights Attorney, or as a Litigator with substantial experience in criminal justice reform;
- Excellent legal research and writing skills;
- Ability to produce high quality work under pressure of multiple deadlines;
- Organized and capable of collaborating with multiple partners to develop complex litigation and manage multiple litigation projects simultaneously;
- Excellent interpersonal and communication skills;
- Substantial leadership skills and ability to collaborate with colleagues and Pro Bono Counsel to develop and implement effective litigation and advocacy strategies;
- Strong intellect and ability to analyze issues and convey written information in a clear, concise, accurate, organized and convincing manner; and
- Motivated with demonstrated initiative to take on additional responsibilities as appropriate.

To Apply: Please submit a cover letter and resume to <https://podio.com/webforms/24058763/1747654>. 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. Staff Benefits include Employer Sponsored (Medical, Dental and Group Life & AD&D); Voluntary Benefits (Vision Insurance, Short-Term Disability, Long-Term Disability and Supplemental Life) coverage; the

opportunity to participate in the 403(b) Retirement Plan; Voluntary Flexible Spending (Medical and/or Dependent Care) and Stipends (Cell Phone and Commuter/Parking Benefits); 11 paid Holidays and Vacation/Sick days.

Commitment to Diversity and Inclusion: The Lawyers' Committee embraces diversity and inclusion in our workplace. We strongly encourage candidates of color and candidates from underrepresented communities to apply. 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.

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.