



Associate Counsel/Counsel, Voting Rights 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 a talented Attorney with four or more years of experience and a demonstrated commitment to racial justice, to serve as an Associate Counsel/Counsel in the Voting Rights Project (VRP). This is a full-time position based in Washington, DC. The Associate Counsel/Counsel will work under the supervision of the Co-Directors of the Voting Rights Project. Although work travel is currently suspended due to the current COVID-19 pandemic, periodic travel may be required if company travel restrictions are lifted.

Specific Duties and Responsibilities:

- Litigate in federal and/or state courts, including appellate courts, throughout the country;
- Provide guidance to less experienced Attorneys and Interns;
- Conduct legal research and write legal memoranda;
- Draft pleadings and briefs, engage in discovery and motion practice, and conduct evidentiary hearings and oral arguments;
- Investigate matters and develop new cases;
- Provide legal support to the Project's Organizers to implement programmatic work of the Project such as Election Protection;
- Create legal resources for coalition partners and state, local and national organizations;
- Engage in public speaking and articulating Lawyers' Committee positions on various voting rights matters; and
- Demonstrate a commitment to diversity within and outside the office and an ability to implement a community-driven approach to the work.

Project Specific Roles:

In the VRP, this position will support three (3) areas:

- Election Protection – the nation’s largest, non-partisan voter protection program which works year-round to address barriers to the ballot box for traditionally disenfranchised voters;
- Litigation to ensure that all eligible voters, particularly those traditionally disenfranchised have full and unfettered access to the ballot; and
- Programmatic activities around voting rights, including supporting partners preparing for the upcoming Redistricting cycle.

Minimum Requirements and Competencies:

- Licensed to practice law in a U.S. jurisdiction;
- Minimum 4 years of legal experience;
- Excellent legal analysis and research skills;
- Strong communication skills, both oral and written;
- Organizational skills, attention to detail and the ability to juggle a multitude of tasks;
- Ability to develop, maintain and enhance relationships with diverse groups and coalitions;
- Experience and/or demonstrated interest in civil rights law;
- Familiarity with voting rights law and/or work with individuals confronting discrimination is preferred, but not required;
- Comfort working in a diverse environment; and
- Experience providing guidance to less experienced Attorneys.

To Apply: Please submit a cover letter and resume including graduation completion dates to <https://podio.com/webforms/25174420/1857567>. 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.