



## **Director, Economic 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 national Lawyers' Committee is seeking an experienced, talented, and dynamic Attorney to lead the organization's efforts to promote equitable economic access. Through a holistic and intersectional lens, the Economic Justice Project engages in impact litigation and legal advocacy to ensure that Black communities and other communities of color can access opportunities and meaningfully engage in the economy to lead dignified lives free from discrimination. Our work seeks to eliminate barriers to equal opportunity for workers of color, including women, LGBTQ people, and people with conviction and arrest histories. We also advocate for administrative and legislative policies that protect communities of color, including in the areas of employment, healthcare, reproductive access, and consumer protection.

The Director will oversee all aspects of our Economic Justice litigation and programs and will implement an integrated strategy that uses impact litigation, public policy and regulatory advocacy, innovative programs and initiatives, and public education to promote racial justice and economic opportunity. The ideal candidate should have a demonstrated commitment to racial justice, as well as cultural competency and experience working with underserved and underrepresented communities.

This is a full-time position based in Washington, DC. The Director will work under the supervision of the Chief Counsel and is responsible for operationalizing the Project's mission to promote economic access for Black communities and communities of color. The Director will lead a team that currently includes three Attorneys, a Program Associate, and one or more Legal Fellows and Interns.

### **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 and regulatory agenda, and programs and initiatives;
- Lead the Project's litigation and appellate advocacy efforts in conjunction with pro bono counsel;
- 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 relevant federal agencies;
- Coordinate with other Projects at the Lawyers' Committee to develop and implement an interdisciplinary approach to our racial justice work;
- Work collaboratively with coalition partners to formulate legal and non-legal strategies to combat racial discrimination in employment and healthcare;
- Supervise all Project staff including litigating and non-litigating Attorneys, Program Staff, Legal Assistants, 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, Communications, and Public Policy staff to amplify the Project's work and reach; and
- Translate the organization's strategic goals and priorities into realistic and flexible plans, and monitor those plans to ensure positive outcomes and fulfillment of funding mandates.

### **Minimum Requirements and Competencies:**

The Project Director position will be filled by an ambitious and dedicated Attorney with civil rights expertise in employment discrimination and/or health equity issues. The successful candidate will have a strong track record of leadership and the 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 developing short and long-term strategic plans.

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

- Admission to the bar of at least one state and either admission to the DC bar or eligibility to waive into the DC Bar;
- 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;
- Significant litigation and/or advocacy experience on employment and/or health discrimination matters and the ability to work with communities harmed by discriminatory practices;
- Exceptional legal research and writing and oral advocacy skills, including the ability to communicate effectively with diverse audiences, including the general public, media, and policymakers;
- 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 (as COVID travel restrictions are lifted); and
- 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 and resume including graduation completion dates to <https://podio.com/webforms/25764062/1922499>. 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](mailto:kcoates@lawyerscommittee.org).