



## **Associate Counsel, Educational Opportunities 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 President John F. Kennedy's request 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 Educational Opportunities Project (EOP) strives to support the organization's racial justice mission by ensuring equal and equitable educational opportunities in PK-12 and higher education for and in partnership with Black communities and other communities of color.

The Lawyers' Committee seeks a talented Attorney with two or more years of experience and a demonstrated commitment to racial justice to work with the Educational Opportunities Project for up to two years, subject to renewal, on a new project initiative, Countering Discriminatory Tactics of For-Profit Colleges. Under this project, the Attorney is expected to investigate and, ultimately, challenge the racially discriminatory, predatory conduct of for-profit colleges through litigation and administrative complaints and to engage in related policy work that will help ensure greater protections for targeted students of color.

This is a temporary, full-time position based in Washington, DC. The Associate Counsel will work under the supervision of the Director for the Educational Opportunities 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;
- File administrative charges with appropriate federal and/or state agencies;
- Collaborate with and work closely with the EOP Team and pro bono and other co-counsel on investigations and cases;
- Work on project-related federal policy matters, including analyzing proposed legislation and regulatory changes, drafting comments, and, if necessary, testifying before legislative and regulatory bodies;
- Collaborate with organizations doing similar litigation and policy work and participate in coalitional work;

- Provide guidance to 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;
- Create legal resources for coalition partners and state, local, and national organizations;
- Engage in public speaking and articulating Lawyers' Committee positions on project-related matters; and
- Demonstrate a commitment to diversity within and outside the office and implement a community-driven approach to the work.

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

- Deep commitment to the advancement of racial justice and civil rights;
- Licensed to practice law in a U.S. jurisdiction;
- Minimum 2 years of legal experience;
- Excellent legal analysis and research skills;
- Strong communication skills, both oral and written;
- Preference for a demonstrated initiative in developing complex civil rights litigation;
- Preference for demonstrated experience in brief writing, deposition taking and/or defending, and trial work in complex federal civil rights litigation;
- Organizational skills, attention to detail, and the ability to juggle multiple tasks;
- Ability to develop, maintain and enhance relationships with diverse groups and coalitions;
- Experience and/or demonstrated interest in civil rights law;
- Familiarity with consumer protection, deceptive practices, and fraudulent legal claims and theories and/or work with individuals confronting discrimination is preferred, but not required; and
- Comfort working in a diverse environment.

**To Apply:** Please submit a cover letter and resume, including graduation completion dates, to <https://podio.com/webforms/26230999/1976364>. 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 non-profit 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 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; send an email with the subject line "Applicant Accommodation" to [kcoates@lawyerscommittee.org](mailto:kcoates@lawyerscommittee.org).