



Deputy Chief Counsel

The Lawyers' Committee for Civil Rights Under Law is one of the nation's leading national racial justice legal organizations. Formed in 1963 at the request of President John F. Kennedy, the Lawyers' Committee uses legal advocacy to achieve racial justice, fighting inside and outside the courts to ensure that Black people and other people of color have the voice, opportunity, and power to make the promises of our democracy real.

As part of the organization's larger effort to enhance its impact relevant to mission, the Lawyers' Committee has created the position of Deputy Chief Counsel. Working in collaboration with President and Executive Director, the Chief Counsel, and managers and staff throughout the organization, the Deputy Chief Counsel will have an important internal and external leadership role in furthering the Lawyers' Committee's mission.

The ideal candidate for Deputy Chief Counsel will be an attorney with demonstrated success in managing litigation, programs, initiatives, and people; significant experience on racial justice issues, preferably in multiple subject areas; and strong problem-solving skills through collaborative decision making.

This is a full-time, exempt position based in Washington, DC. The Deputy Chief will work under the supervision of the Chief Counsel and will serve on the organization's Senior Leadership Team. In addition, the role may entail the supervision of certain employees of the General Legal department, including attorneys, legal fellows, paralegals, and legal assistants.

Specific Duties and Responsibilities:

- **Assist with managing litigation and advocacy strategy, workflows, and related processes.** This will be the largest component of the job. The Lawyers' Committee has several litigation and advocacy units focusing on specific subject matter areas, with the managers of each unit reporting to the Chief Counsel. In addition, the Deputy Chief Counsel will bring additional management-level support. This includes helping to develop strategy and providing guidance on litigation matters that are particularly large, complex, and/or novel for the organization—as well helping to develop and vet proposed litigation and advocacy opportunities or other areas where managers need more support. Along with the Chief Counsel, the Deputy Chief Counsel will also

have shared responsibility for overseeing various litigation management and administrative processes to track workflows and approval processes.

- **Develop People and Teams.** In collaboration with the Human Resources Team, the Director of Strategy and Programs, and others, the Deputy Chief Counsel will have responsibility for developing, implementing, and overseeing the professional development plan for attorneys and legal support employees.
- **Implement Strategic Priorities to organize and structure programmatic work.** Working in collaboration with the Director of Strategy and Programs, the Deputy Chief Counsel will play a critical role in advancing strategic planning and execution by helping to conduct program assessments, defining impact and identifying goals, and working with litigation and advocacy managers on executing programmatic plans. The Deputy Chief will also contribute to efforts to design and implement optimal structures to bring cohesion to the work of various units and enhance impact.
- **Exercise thought leadership.** As a senior leader in legal programs, the Deputy Chief Counsel will be expected to contribute significantly to the discussion of how the organization should best address contemporary and future racial justice challenges and leverage strategic opportunities to advance the organization's mission.
- **Engage in External Communications.** The Deputy Chief Counsel may engage in public speaking and writing to inform and influence public discourse on various racial justice matters. In addition, they may serve as an ambassador, representing the organization at external events, including media appearances, panel discussions, coalition meetings, and strategy sessions. The Deputy Chief Counsel may also collaborate with Communications and Development to communicate advancements in the organization's work to external audiences.
- **Additional Tasks.** The Deputy Chief Counsel will take on other assignments as assigned by the President and Executive Director or the Chief Counsel.

Minimum Requirements and Competencies:

- Deep and demonstrated commitment to advancing racial justice and civil rights;
- Progressively responsible experience directly related to this position in a nonprofit organization or government agency of comparable

- size;
- Willingness to embrace the organizational commitment to center its work in the lived experience, struggles, and aspirations of Black people and other people of color;
- Graduation from an accredited law school with at least ten years of legal experience;
- Extensive experience in complex civil litigation, including civil rights litigation in preferably more than one subject matter area;
- Significant experience in leading litigation and/or programmatic teams;
- Demonstrated experience in effective problem solving and strategic thinking;
- Ability to understand organizational dynamics and serve as a strong coach and diplomatic change-agent;
- Collegial management style reflecting the ability to manage and lead people and groups, develop leaders and teams, build organization and staff capacity and promote individual and organizational success;
- Commitment to working collaboratively and respectfully to resolve obstacles and/or challenges;
- Commitment to diversity, equity, and inclusion, valuing all individuals and respecting differences in regards to race, ethnicity, age, gender identity and expression, religion, sexual orientation, ability, and socio-economic circumstance;
- Excellent interpersonal and verbal and written communication skills;
- Substantial leadership skills and ability to collaborate with colleagues, clients, co-counsel, and partners to develop and implement effective litigation and advocacy strategies;
- Demonstrated experience working with and for communities of color and/or low-income communities;
- Willingness and ability to travel as needed when deemed safe; and
- Membership in the District of Columbia Bar or the ability to waive in.

To Apply: Please submit a cover letter, resume, including graduation completion dates, and writing sample to <https://podio.com/webforms/27221590/2094702> by 11:59 p.m. EST on March 21, 2022. No calls will be accepted. 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 Dependent Care) and Stipends (Cell Phone and Commuter/Parking Benefits); 12 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 "ApplicantAccommodation" to accommodation@lawyerscommittee.org.