



AMERICAN CIVIL
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**SMART AND FAIR JUSTICE CAMPAIGN
SENIOR LEGAL STRATEGIST
(Full-time)**

The ACLU of Washington invites applications for the new position of Senior Legal Strategist, Smart and Fair Justice Campaign. The position will be part of a team that works to substantially reduce over-incarceration in Washington and develop a new approach for a just and compassionate criminal justice system. We are seeking an attorney who is steeped in eight to ten years of criminal defense or prosecutorial trial work in Washington state and who can creatively develop legal and policy strategies to reduce incarceration. The candidate must be politically savvy, realistic, strategic, and optimistic in choosing tactics and pursuing change. The candidate must also be able to work collaboratively with the other team members and with other key staff within the ACLU-WA as well as allies and decision-makers throughout Washington

OVERVIEW

The ACLU seeks to transform the criminal justice system into one which is fair and free of bias, which keeps communities safe without an overreliance on incarceration, is evidence-based rather than fear-based, and respects the constitutional and human rights of all who come into contact with it. The ACLU has made a major, nationwide commitment to make significant reductions in mass incarceration by 2020.

The ACLU-WA, which has long been a leader in criminal justice reform, intends to do all it can in Washington to help meet ACLU's goal. The ACLU-WA will work to decriminalize certain offenses, reduce sentences of other crimes, and promote the use of restorative justice and community-based alternatives to prosecutions and incarceration. We will work to end the excessive funneling of people who are mentally ill, poor, or otherwise troubled into the criminal justice system. We will further improve public defense and seek the elimination of redundant criminal laws and courts. We will reform bail practices that unnecessarily keep people in jail prior to trial and promote the understanding that the criminal justice system cannot be used to cure every social ill. This work involves every department in the ACLU-WA and especially our criminal justice staff.

The Smart and Fair Justice Campaign is headed by the Deputy Director and involves multidisciplinary collaboration across departments. The Senior Legal Strategist will work to reduce mass incarceration by advancing police reform, improving public defense, reforming bail practices, and addressing other aspects of the criminal justice system that trap individuals in unfair and overly lengthy incarceration.

The program also includes a policy director who addresses front-end criminal justice reforms and promotes policy strategies to decriminalize low-level offenses and drug crimes, to increase diversion opportunities, and to use restorative justice and community-based alternatives to prosecution and incarceration. A third attorney deals with the barriers that criminal records pose for people trying to reintegrate in society.

The entire team will together determine long, medium and short-term goals that significantly reduce the number of people who touch the criminal justice system. The goal is to dramatically reduce incarceration and improve justice during each of the next five years.

RESPONSIBILITIES

The following tactics are among those that will be employed in developing and promoting strategies to reduce incarceration and sentences:

- Collaborate with other staff at the ACLU-WA to identify legal and policy reforms that will reap the largest rewards in reducing the number of people in jail and prison and the length of their stays.
- In consultation with senior staff, design and pursue litigation, policy advocacy, and regulatory strategies that have the potential for being adopted in Washington within the next one to five years.
- Build interest among and alliances with business, legal, community and racial justice groups to identify and pursue effective reform efforts. Prepare materials based on sound research that supports our view that incarceration and lengthy sentences are not the most effective ways to enhance community safety
- Recruit and work closely with volunteer lawyers, other professionals, and interns to assist in projects.
- Provide the media with information, sources, and story ideas to advance understanding of the need for criminal justice reform.
- Help maintain a positive, respectful, welcoming, and professional work environment for employees and volunteers. Assist in other activities as assigned.

QUALIFICATIONS

Eight to ten years of increasingly responsible criminal defense or prosecutorial trial work, preferably in Washington state.

Superior ability to plan effective strategies, establish realistic objectives, maintain momentum, and evaluate progress. Excellent organization and time management skills to manage one's own work as well as others, and to assure completion of assignments and projects.

A track record of successful leadership through strong communication, collaboration, and relationship-building. Ability and flexibility to work in both service and leadership roles with many diverse players and constituencies. Excellent problem-solving skills and demonstrated skills in participatory decision-making. Non-profit experience is a plus.

Exceptional analytical, writing, and speaking skills. A demonstrated ability to convey difficult civil liberties issues to the general public. The ability to communicate effectively with supporters, opponents, staff, volunteers, and the general public.

A strong commitment to civil liberties and civil rights issues. A commitment to diversity; a personal approach that values the individual and respects differences of race, ethnicity, age, gender, sexual orientation, religion, ability and socio-economic circumstance.

A willingness and ability to work beyond the 7.5 hour normal work day, including evening and weekend meetings and events.

Licensed to practice law in Washington or the ability to pass the Washington state bar exam within one year.

COMPENSATION AND BENEFITS

Salary will depend upon experience and qualifications within the ACLU of Washington pay scale. Excellent benefits package includes three weeks paid vacation to start, medical and dental insurance, 401(k) matching plan, long-term disability insurance, bus pass, and ten paid holidays.

APPLICATION PROCEDURE

To apply, email a letter of application, resume and writing sample to Jobs@aclu-wa.org and include in the subject line of the email: your **last name** and **Criminal Justice** in the subject line. In your letter, please indicate where you learned of the posting. Applications will be accepted until the position is filled.

The ACLU is an affirmative action/equal opportunity employer and encourages individuals of every race, creed, ethnicity, disability, sexual orientation, and gender identity to apply

The ACLU of Washington comprises two separate corporate entities, the ACLU of Washington and the ACLU of Washington Foundation. The ACLU of Washington and the ACLU of Washington Foundation share the same mission, office space, and employees. This job posting refers collectively to the two organizations under the name "ACLU of Washington."