



AMERICAN CIVIL
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May 8, 2015

SECOND CHANCES PROJECT STAFF ATTORNEY (Full-time)

The ACLU of Washington (ACLU-WA) invites applications for the position of Second Chances Project Staff Attorney. The Second Chances Project Staff Attorney is a member of the ACLU of WA's Legal Department, and uses a broad range of litigation and advocacy tools to ensure that individuals with criminal history have meaningful pathways to rebuild their lives and fully integrate into society. The ideal candidate will have a demonstrated passion for civil rights and criminal justice reform and the ability to use a variety of tools – litigation, policy advocacy, and community education – to achieve systemic reform. This position reports to the Legal Director and is currently funded for four years.

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 Second Chances Project is part of the ACLU of Washington's commitment to reducing mass incarceration by working to reduce the unfair barriers that people with criminal history face in trying to reintegrate into society. The Second Chances Project Staff Attorney works with both the Legal Department and the Smart and Fair Justice Campaign, as part of a multidisciplinary collaboration across departments to significantly reduce the number of people in contact with the criminal justice system, including front end reforms (such as increased diversion programs and restorative justice), systems reform (such as police reform, public defense, bail practices, and sentencing) and reentry work. 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.

In the three years since the Second Chances Project was established, it has advised and represented hundreds of individuals, successfully brought impact cases to ensure fair background screening, and worked to advance legislation to improve job opportunities for people with criminal history and ensure fair systems around legal financial obligations.

RESPONSIBILITIES

- In consultation with senior staff and other members of the Smart and Fair Justice Team, develop impact litigation and policy advocacy to address unfair barriers to employment, housing, and financial security on account of criminal history.

- Manage active intake of individual requests for assistance.
- Recruit and support a network of cooperating attorneys to assist in individual representation and other projects.
- Provide community education and outreach to social service providers, impacted individuals, and others.
- Mentor and supervise legal interns and other volunteers.
- 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 barriers to reentry neither promote community safety nor constitute just punishment.
- Assist the Legal Department with other work on behalf of prisoners, former prisoners and their families, as assigned.
- Help maintain a positive, respectful, welcoming, and professional work environment for employees and volunteers. Assist in other activities as assigned.

QUALIFICATIONS

- A demonstrated and strong commitment to civil rights and criminal justice reform. Litigation experience, preferably in civil rights or criminal justice, is a plus.
- 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.
- Strong communication, collaboration, and relationship-building skills. 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.
- Excellent 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 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.

This job description provides a general but not comprehensive list of the essential responsibilities and qualifications required. It does not represent a contract of employment. The ACLU reserves the right to change the description and/or posting at any time without advance notice. This position is “exempt” under the Fair Labor Standards Act.

COMPENSATION AND BENEFITS

Salary is based on experience and qualifications. Benefits include three weeks of vacation to start, medical and disability insurance, a retirement plan, and an ORCA card.

APPLICATION PROCEDURE

To apply, email a letter of application and resume to Jobs@aclu-wa.org and include in the subject line of the email: your **last name** and **Second Chances Project Staff Attorney**. In your letter, please indicate where you learned of the posting. Applications will be accepted until the position is filled, at which time the job announcement will be removed from our website at www.ACLU-WA.org/AboutUs/Jobs.

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

The ACLU of Washington comprises two separate corporate entities, the American Civil Liberties Union of Washington, Inc. and the American Civil Liberties Union of Washington Foundation. The two corporations share the same overall mission, office space, and employees. This job posting refers collectively to the two organizations under the name “ACLU of Washington.”