



Job Announcement Staff Attorney – Skagit County – Mount Vernon

The Northwest Justice Project (NJP) is a not-for-profit law firm whose mission is to secure justice through high quality legal advocacy that promotes the long-term well-being of low-income individuals, families and communities through legal representation, community partnerships, education, and other advocacy. Northwest Justice Project (NJP) is seeking an attorney for the Skagit Justice Project, a collaboration between NJP and Skagit Domestic Violence and Sexual Assault Services (SDVSAS) in an innovative program to provide legal services and advocacy to victims of sexual assault, domestic violence, dating violence and stalking throughout Skagit County. The attorney will provide outreach, legal representation, and collaboration with DVSAS and community agencies to improve victim services to underserved Skagit County communities, including immigrants, tribal members, migrant workers and isolated rural residents. The attorney will be based in a Mount Vernon office working closely with a DVSAS legal advocate and community groups to lower challenges to access such as language barriers and lack of information about legal rights. **The position is funded by a time-limited grant.** Extension of this grant is anticipated.

The successful applicant for this position should have a desire to work with victims of domestic violence and sexual assault and to collaborate closely with Skagit DVSAS advocates. While the majority of the work will be in family law and protection from domestic violence and sexual assault, applicants should be interested in civil litigation in other areas including housing, consumer protection, public benefits, health care, and limited immigration matters such as U and T-visa applications and VAWA self-petitions, as needed to provide support to survivors of sexual assault and domestic violence.

GENERAL JOB DUTIES:

Serve as part of a team of attorneys that undertake a range of duties including, but not limited to:

- Work collaboratively with others to identify the most important problems that impact victims, their families and communities affected by domestic violence and sexual assault.
- Engage with clients and victim services providers to identify and seek individualized and systemic solutions to adverse consequences of victimization, with particular

focus on victim and family safety, protecting and preserving access to basic needs, and persons and groups that experience special barriers to accessing civil legal services, including immigrants, limited English speaking persons, seniors, veterans, children and other groups.

- Develop collaborative working relationships with a statewide network of advocates addressing similar and related issues throughout the state; participate in advocacy task forces or work groups to address systemic issues that arise in the context of domestic violence and sexual assault.
- Utilize NJP's case management and timekeeping systems and comply with all applicable regulatory requirements and reporting needs.
- Support the work of NJP partners including the volunteer lawyers, private attorneys, other legal aid providers and interested parties and organizations addressing the legal needs of domestic violence and sexual assault victims.

QUALIFICATIONS:

- Member of the Washington Bar, licensed in a state bar to which Washington could grant admission by motion, or willing and able to take next bar is required
- Strong oral and written communication skills
- Attention to detail and willingness to develop and maintain systems to facilitate grant reporting and compliance requirements.
- Willingness to work in Northwest Washington and willingness to travel within Skagit County.
- Experience working with domestic violence, sexual assault, and economic crime victims.
- Ability to work collaboratively with diverse partners, client communities, law enforcement, health care providers, guardians, case managers and others.
- Cultural competency; especially with immigrants, tribal communities, domestic violence and sexual assault victims, people with disabilities, and limited-English-proficient persons.
- Experience working directly with low-income persons is desirable.
- Experience working with low-income and/or immigrant persons is highly preferred.
- Direct experience working with domestic violence and sexual assault victims is a plus.
- Spanish language ability is preferred.

NJP has an organizational commitment to fight racism and to incorporate equity and inclusion in both the work we do and work environment we create. All staff are expected to uphold this commitment and approach their role with a desire to learn and grow in this area.

COMPENSATION:

Starting salary is based upon years of experience, with an annual salary range starting at \$62,233 to \$118,185. We offer a comprehensive benefits package which includes 100% paid employee health premiums and significant premium shares for family health premiums, as well as generous time off.

Hours of work: NJP’s typical client office hours are 9:00 – 5:00, Monday through Friday. Attorney positions are exempt and those in the position are expected to work the hours needed to meet the professional responsibilities.

To Apply: Submit a letter of interest, current resume and writing sample to Human Resources at attorneyresume@nwjustice.org. Cover letter and email subject line should clearly reference “Staff Attorney – Skagit Justice Project.” Cover letter should include description of any experience, personal or professional, with low income or other marginalized communities. **The Northwest Justice Project is especially interested in qualified candidates who’s professional, personal and/or service experience allow them to contribute to and support the legal aid community’s commitment to race equity.**

Application Deadline: July 10. 2020

NJP is committed to a policy of equal opportunity and fosters an environment free of barriers and discriminatory practices. NJP actively promotes mutual respect, acceptance, teamwork and productivity. NJP is committed to maintaining an organization whose staff, Board and clients are diverse in background, experience, race, color, national origin, gender, age, religious reference, marital status, sexual orientation, gender identity, gender expression, sensory, mental or physical abilities, veteran status, and other qualities that strengthen the program while reinforcing its commitment to basic fairness. People of color, people who identify as transgender, lesbian, gay, or bisexual, and those with disabilities are strongly encouraged to apply. Individuals needing a reasonable accommodation for the application or interview process or for more information about the project should contact the Human Resources Department by calling (206) 464-1519.