



Job Announcement

Temporary Staff Attorney - NAU CV

The Northwest Justice Project (NJP) is a not-for-profit statewide law firm with a mission of **Combatting Injustice • Strengthening Communities • Protecting Human Dignity**. NJP secures justice for people in or near poverty 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.

The Northwest Justice Project (NJP) has received one-time funding from the Office of Civil Legal Aid to expand its capacity to serve the needs of Native American crime victims arising out of the COVID-19 emergency. As a result, NJP will add a temporary Crime Victim Attorney for the program's Native American Unit (NAU). The NAU is a specialized unit that advocates for the rights of Native American individuals and communities, on- and off-reservation. This is a full-time position with an anticipated employment duration through June 30, 2021.

The NAU seeks applications from qualified attorneys to undertake mission-directed work to address the civil legal needs of Native American crime victims who experience collateral legal issues related to the COVID-19 pandemic. NAU-CV is an existing NJP project that collaborates statewide with tribal programs and Native American victim services organizations to address the legal needs of Native crime victims. The temporary NAU-CV attorney will work in collaboration with the existing NAU-CV attorney in the following-described work: NAU-CV provides legal services primarily telephonically, including advice, consultation, and pro se assistance to survivors of crime. Occasionally, the work may expand into full representation. Much, but not all, of the legal work relates to the immediate safety, ongoing protection, and family law needs of domestic violence survivors. Other casework includes advising victims of their rights during criminal proceedings, assistance with anti-harassment and sexual assault protection orders, and help for victims of financial fraud. The NAU-CV attorneys are responsible for developing and maintaining relationships with tribal domestic violence/sexual assault advocates, social services agencies, and others to facilitate access to legal assistance for Native clients and provide technical support to the Native American advocacy community.

RESPONSIBILITIES

The attorney will undertake a range of duties including but not limited to:

- Provide advice, consultation, limited and extensive pro se assistance, and occasional representation, to Native American crime survivors on matters in Tribal and State courts.
- Develop and maintain relationships with tribal DV advocate programs and personnel. (This requires a willingness and ability to travel across Washington State for outreach, as permitted by NJP's work safety plan.)
- Engage with the client communities and conduct legal education events for client groups, social and human services providers, and civil and tribal justice system stakeholders.
- Work collaboratively with NAU colleagues and NJP field offices to identify and address the most critical needs of the Native American crime victim communities across Washington.
- Help identify and develop online resources for use by attorneys and/or unrepresented litigants on matters within areas of practice and expertise.
- Serve as a resource to other advocates on Indian law, tribal court practice, and legal issues arising from a client's Indian status with respect to state and federal programs.
- Support the NAU in leading the work of NJP partners, including the Native American Task Force, volunteer lawyers, private attorneys, other legal aid providers, and organizations addressing the legal needs of low-income Native Americans.
- Utilize NJP's cases management and timekeeping systems and comply with all applicable regulatory requirements and reporting needs.

QUALIFICATIONS

- Strong written and verbal communication skills.
- Litigation experience, with particular experience in Indian law, Tribal Courts, Federal Courts, or State and Federal administrative agencies, on matters that concern the unique status of Indian persons preferred.
- Experience in substantive legal areas, including family, education, housing, public assistance, Indian Child Welfare Act, and Indian status-affected legal matters.
- Experience working with survivor communities; well-developed sense of empathy.
- Cultural competency.
- Demonstrated experience working with low-income Native American communities. Experience working with tribes is a plus.
- Experience translating Native American issues for non-Native audiences.
- Ability to work well with a team.
- Ability to think outside of the box and develop creative solutions to problems.
- Excellent time management.
- WSBA membership in good standing or ability to acquire membership through admission by motion.

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 \$63,233 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 "Temporary Staff Attorney - NAU". 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: Open until filled.

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.