



Job Announcement

Temporary Staff Attorney – Native American Unit/Spokane – Tenants Rights

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.

NJP has received one-time funding from the Office of Civil Legal Aid (OCLA) to expand its capacity to serve Native Americans in urban areas facing housing problems as a result of the COVID-19 emergency. The attorney will provide limited legal assistance to Native American tenants in King County, Pierce County, and Spokane County, with extended representation in Spokane County. This is a full-time position with an anticipated employment duration through June 30, 2021. This position is a full-time position located in NJP's Spokane office.

The attorney in this role will provide legal assistance and representation to Native American clients in Washington State's largest urban areas. The lawyer will provide limited assistance, including advice and brief services to Native Americans residing in urban communities in King, Pierce, and Spokane Counties, as well as representation in litigation, administrative procedures, and other housing matters in Spokane County as resources allow.

The position will work in collaboration with NJP's Native American Unit as well as a broader team of attorneys within the Washington Alliance for Equal Justice. Applicants should have a desire to work with housing issues and legal issues affecting the Native American population. The lawyer will identify, conduct outreach to, and collaborate closely with Native American Tribes, urban organizations, and other community groups or agencies to identify and address legal issues related to housing.

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 people with urban housing issues.

- Develop and maintain relationships with Native American tribes, organizations and personnel. (This requires a willingness and ability to travel across Washington State for outreach, as permitted by NJP's work safety plan.)
- Identify and engage with Native American populations in urban areas in Washington State persons and groups that experience special barriers to improve access to civil legal services.
- Work collaboratively with NJP's Native American Unit and field offices to identify and address the most critical needs of Native American communities.
- Help identify and develop on-line resources for use by attorneys and/or unrepresented Native American litigants on housing issues and consequential legal impacts.
- 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 Native American people with housing issues.
- Utilize NJP's case 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 Tribal Courts, State Courts, tenant's rights, or administrative agencies, on matters related to housing.
- Experience in substantive areas, including housing, foreclosure, or other legal issues that affect members of urban Native American communities.
- culturally competent and have demonstrated experience working with low-income Native American communities, communities of color, limited English proficient populations, persons with disabilities or others who may experience barriers to accessing justice systems. Demonstrated experience working with low-income Native American communities.
- Ability to work well with a team.
- Ability to think outside of the box and develop creative solutions to problems.
- Excellent time management.
- Ability to speak a non-English language prevalent in the Spokane County community is a plus.
- 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/Spokane". 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.