



Northwest Justice Project

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César E. Torres
Executive Director

Job Announcement Staff Attorney – Veterans – Tacoma

The Northwest Justice Project (NJP) seeks applications from qualified attorneys to work to address the civil legal needs of low income, elderly or disabled veteran clients in Pierce and Kitsap counties. This position will involve representing eligible veterans and their families in both veteran-specific matters (e.g., VA benefits, characterization of service determinations, discharge upgrades) and general civil legal matters that affect veteran shelter, safety, economic security and opportunity. The position will also involve building and strengthening NJP's partnership with other South Sound organizations serving veterans. The attorney hired will work in collaboration with other NJP staff to address high priority cases and provide a full range of legal services to clients.

The position will collaborate with other NJP attorneys representing veterans, and will collaborate with attorneys in other programs in Washington's Alliance for Equal Justice.

GENERAL JOB DUTIES:

- Represent eligible veterans and their family members by providing advice and brief services, negotiation and representation in court and administrative proceedings.
- Work collaboratively with others to identify and address the most important problems that affect low-income veterans and their families.
- Do outreach events and otherwise engage with veteran service providers, government and non-profit organizations and the local veterans' community.
- Train veteran services providers to spot legal issues and refer appropriate cases.
- 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.
- Utilize NJP's case management and timekeeping systems and comply with all applicable regulatory requirements and reporting needs.
- Help identify and develop on-line resources for use by attorneys and/or unrepresented litigants.
- 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 veterans.

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.

GENERAL QUALIFICATIONS:

- Member of the Washington Bar or able to obtain Washington license by motion or willing and able to take next bar exam
- Prior military service a plus
- 3 years of legal experience (including relevant internships) in a legal aid or comparable practice preferred
- Experience in, or a desire to learn, all aspects of civil litigation, including case planning, investigation, research, pleading, motions, hearings, trials and appeals.
- Strong oral and written communication skills
- Attention to detail and willingness to develop and maintain systems to facilitate grant reporting and compliance requirements
- Able to develop and implement systems for case processing (e.g. referral, case triage and follow-up)
- Ability to work collaboratively with diverse partners, client communities, law enforcement, health care providers, guardians, case managers, and others
- Cultural competency; especially with immigrants, veterans, people with disabilities, communities of color, limited English proficient persons, and seniors
- Knowledge of, or demonstrated interest in, Pierce, Kitsap and surrounding South counties in South Puget Sound, and the willingness to travel throughout that area.

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Compensation: Starting salary is based upon years of experience, with an annual salary range starting at \$63,233. 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 Victoria Hester at attorneyresume@nwjustice.org. Cover letter and email subject line should clearly reference "Veterans Staff Attorney – Tacoma." Cover letter should include description of any past experience, personal or professional, with low income or other marginalized communities. **The Northwest Justice Project is especially interested in qualified**

candidates whose professional, personal and/or service experience allow them to contribute to and support the legal aid community's commitment to race equity.

Application Deadline: February 14, 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 Victoria Hester at (206) 707-0998.