

IMPACT ADVOCACY DIRECTING ATTORNEY

CLASSIFICATION: Management (Non-Union)	SALARY: \$100,000 +DOE/DOQ
DEPARTMENT: Legal	FLSA STATUS: Exempt
REPORTS TO: VP, Legal	APPLICATION DEADLINE: Open until filled

Bet Tzedek seeks a strategic, collaborative, and creative team-builder to lead the Legal Department's Impact Advocacy efforts. For over 46 years, Bet Tzedek has provided free legal services to Los Angeles' most vulnerable community members, with a particular focus on assisting frail and isolated older individuals, economically vulnerable people, people living with disabilities and their caregivers, Holocaust survivors, women, transgender individuals, immigrants, and those facing housing insecurity. To achieve our mission – justice for all – we center race, gender, and intersectional equity as we undertake various advocacy efforts that range from outreach and education, self-help services, and direct representation. We undertake these efforts understanding that they are a necessary response to the impact of a history of system racism, gender bias, ageism, ableism, and numerous other structural inequalities on the lives of those we serve. Simultaneously, Bet Tzedek's direct services work serves as the basis for and informs the development and implementation of impact litigation and policy advocacy strategies at the local, state, and federal levels intended to address systemic inequities. A dynamic, strategic, forward-thinking, and highly collaborative leader, the Impact Advocacy Directing Attorney will directly supervise a team of 2-4 staff, but will be required to partner with senior leadership and staff from Bet Tzedek's various teams, pro bono counsel, and other community service providers and advocates to develop and implement impact efforts such as class action law suits and legislative advocacy. As part of this collaborative work, the Impact Advocacy Directing Attorney will be expected to work with fellow directing attorneys and senior staff attorneys to build staff skills and competency in civil litigation and policy advocacy, mentor advocates and volunteers, and directly supervise work as needed.

ESSENTIAL DUTIES:

- Work closely with President & CEO, VP Legal, VP External Affairs, and fellow Directing Attorneys and advocates to identify and pursue appropriate impact litigation opportunities and objectives, including but not limited to class action litigation, multi-party litigation, writs, and appeals;
- Work closely with President & CEO, VP Legal, VP External Affairs, and fellow Directing Attorneys and advocates to identify policy advocacy opportunities, establish Bet Tzedek's policy agenda, and support the agency's policy advocacy efforts, including but not limited to drafting legislative language, drafting and reviewing letters of support, helping develop and execute communications strategies, and collaborating with community partners in support of various legislative initiatives;
- Supervise and support staff attorneys, paralegals, and support staff in civil litigation and policy advocacy, including but not limited to identifying systemic issues, crafting litigation and policy goals and strategies, supervising intake, conducting case reviews, assigning cases and tasks, and reviewing legal work;
- Work with VP Legal, VP Human Resources, and fellow Directing Attorneys to build staff skills and competency in civil litigation and policy advocacy, mentor advocates;
- Work with the Board Policy Committee to leverage the Committee's advice and support in pursuing policy advocacy efforts;
- Manage and develop relationships with external stakeholders, including community service providers, governmental agencies, policymakers, and legal service providers;
- Work closely with law firm and in-house pro bono counsel to place and coordinate volunteer opportunities and to craft and implement litigation and policy projects;

- Develop and implement systems to ensure adherence to lobbying compliance and reporting requirements;
- As a member of the Management Team, participate in program management, including the hiring and evaluation of legal staff and the management of Bet Tzedek's legal services;
- Represent Bet Tzedek on local and statewide bar and other legal committees, as appropriate;
- Work closely with President & CEO, VP Legal, and External Affairs Grants Staff to identify, pursue and fulfill funding opportunities and reporting responsibilities;
- Work closely with CFO and VP Legal to develop, monitor, and implement elements of a program budget.

QUALIFICATIONS:

- Licensed to practice law in California (required);
- Minimum of eight (8) years related experience/practice of law (required);
- At least two (2) years of active practice of law in California immediately prior to application (preferred);
- At least five (5) year of poverty law and civil rights litigation experience (strongly preferred);
- At least one (1) year of policy advocacy/lobbying experience (preferred);
- Experience managing or supervising attorneys (strongly preferred);
- Experience working with pro bono volunteers (preferred);
- Mastery of complex civil litigation procedures, including, for example, class action certification, discovery, motion practice, oral argument, jury trial presentation, post-trial and appellate practice, and costs and fees calculations (required);
- Ability to work collaboratively with colleagues and external partners (required);
- Demonstrated experience and capacity in teaching, mentoring, and motivating others, including in building litigation and policy advocacy skills to lead, motivate and partner with staff (required);
- Understanding and commitment to Bet Tzedek's mission of equal justice for all and Bet Tzedek's core values of leadership, community-based advocacy, and innovation (required);
- Commitment to diversity, equity, and inclusion (required).

HOW TO APPLY:

- Email **letter of interest** and resume to bettzedek.74.425@applynow.io, subject line "IMPACT DIRECTING ATTORNEY." *Please, no phone calls.*

Note: All positions are subject to funding; ongoing funding or employment cannot be assured.

To best serve our communities Bet Tzedek seeks a diverse staff with cultural competency reflecting our client populations. We strongly encourage candidates from traditionally underrepresented communities and historically oppressed groups to apply