



## Washington State Office of Public Defense

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March 11, 2022

Applications due no later than April 10, 2022

### **Exempt Recruitment** **Parents Representation Managing Attorney** **\$105,000 to 112,000 annually**

Washington State Office of Public Defense  
Olympia, Washington  
[www.opd.wa.gov](http://www.opd.wa.gov)

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## **We Want You to Join Our Passionate Public Defense Team!**

### **About the Washington State Office of Public Defense (OPD)**

We are an independent judicial branch agency mandated to implement the constitutional and statutory guarantees of counsel and to ensure the effective and efficient delivery of indigent defense services funded by the state.

**Mission:** Upholding the rights of all people who are facing the loss of liberty or family by providing statewide leadership, administration, and support to the multidisciplinary public defense profession.

**Vision:** Public defense clients, everywhere in the state, receive truly equitable and client-centered representation from fully supported professionals.

**Values:** Justice ■ Service ■ Equity ■ Excellence

We administer a variety of programs, including systemic improvement programs and programs providing direct representation. To learn about OPD's programs click [here](#). We are dedicated to excellence in public law and indigent defense, and we seek talented candidates who share this commitment to client-centered service. We value employees who bring diverse backgrounds in education, employment, community activities, and life experiences to enhance our office.

### **Program Description**

Parent Representation Program (PRP) Managing Attorneys and Managing Social Workers provide specialized training for contractors, and monitor and evaluate contracts in accordance with constitutional and statutory requirements. Managing Attorneys and Social Workers collaborate with OPD support staff, contracted attorneys, contracted independent social workers, local courts, child welfare agencies, and others as necessary to ensure parent clients receive quality assistance of counsel and related services. They may also work in a variety of statewide committees or legislative initiatives, so it is necessary to understand how to work locally and statewide and understand how the advocacy may be different between the two. Click [here](#) for more information.

## **Parents Representation Program Purpose Statement:**

Ensuring a fair and equitable child welfare system by leading, administering, and supporting the effective and efficient delivery of multidisciplinary right-to-counsel services for indigent parents facing state intervention in the parent-child relationship.

## **The Position**

We seek a full-time Managing Attorney to work as part of a team of six managing attorneys and two social service managers to implement quality oversight and continual improvement of the PRP. The PRP administers contract attorney representation and independent social work support services for indigent parents involved in child dependency and parent rights termination proceedings in Washington family and juvenile courts. Managing Attorneys are responsible for overseeing all attorney contracts for a specified group of counties. The PRP utilizes standards and protocols that historically have resulted in significant improvements in child permanency and family reunification.

Periodic travel is required in Washington State, including occasional overnight travel. Out-of-state travel occurs infrequently.

## **Minimum Qualifications**

- A member in good standing of any state bar association.
- Experience as an attorney practicing in dependency and termination cases.
- Able to develop and sustain respectful professional relationships with a diverse community of contract attorneys, social workers, local courts, the Attorney General's Office, DCYF, Guardians Ad Litem, child advocates, legislators, and others.
- Demonstrate understanding of and experience advocating against the impact of race, bias, discrimination, and differential treatment of communities disproportionately composed of Black, Indigenous, and people of color, individuals who identify as LGBTQIA+ or other sexual minorities, individuals with disabilities, immigrants, limited English speaking persons, and others who have been historically disproportionately overrepresented in the child welfare and related law and justice systems.
- Have the ability to prioritize tasks, and to function independently as well as part of a team in a collaborative environment.
- Proficient with computer use and have the ability to become proficient in the use of specialized case management tools.
- Attention to detail and excellent writing and proofreading skills.

## **Desired Qualifications**

- Have worked in the child welfare legal system in Washington state.
- Have promoted systemic change in important aspects of the child welfare system or initiating juvenile court procedural improvements.
- Represented parents and supervised attorneys who represent parents in child welfare cases.
- Have worked with families living in poverty and/or from diverse cultures.
- Experience with contract management and supervising professional team members.
- Have actual experience developing management strategies and/or tools to maintain quality service delivery to clients.
- Experience managing a remote workforce and driving meaningful cultural change opportunities.
- Know how to develop and train public defense team members.
- Knowledge of trauma-informed practices.

- Lived experience with the child welfare and/or criminal court system.

## **General Responsibilities**

- Exercise mature judgment in potentially sensitive, high-stress situations.
- Participate in and foster a collaborative working environment at OPD, statewide stakeholder groups, and in demographically diverse local court systems.
- Diligently follow attorney and state employee ethics requirements.
- Conduct all activities with the highest degree of professionalism in furtherance of OPD's Mission, Vision and Values.

## **Compensation**

\$105,000 to \$112,000 annually.

Compensation depending on qualifications. Washington State employees are offered a comprehensive benefit package that includes: paid holidays, vacation and sick leave, retirement and health, dental and life insurance coverage for self and family. There are also options for deferred compensation and pre-tax flexible spending accounts.

## **Application Process**

Interested candidates should *submit the following by email* to Program Assistant Kendra Freas at [kendra.freas@opd.wa.gov](mailto:kendra.freas@opd.wa.gov) :

- Letter of interest.
- Current résumé and a list of at least three professional or lived experience references.
- A self-edited writing sample describing the outcomes of a specific project or program that the candidate has managed or been involved with as a principal
- [Application for State Jobs](#) (Word file) (Rev. 6/4/19)

## **COVID-19**

With regard to COVID-19, OPD will follow the guidance of federal and state restrictions in considering any future at home or in office work requirements and will strive to maintain a policy that is safe for the office and individual employees. Currently, people working in the office must be vaccinated or have an accommodation approved by the Director.

## **Diversity, Equity and Inclusion**

We vigorously pursue diversity in the work force. Women, racial and ethnic minorities, persons over 40 year of age, LGBTQIA+, persons with disabilities, formerly incarcerated, prior child welfare involvement, and military veterans are encouraged to apply. Pursuing diversity, equity and inclusion means that as an agency, and as individuals, we are committed to ensuring that all employees enjoy a respectful, safe, and supportive working environment.

## **Teleworking**

Our offices are in Olympia, Washington. We have teleworking options available by policy, and will be considered on an individual basis depending on the needs of the position and the availability of adequate equipment.