



STAFF ATTORNEY POSITION

Full-time, exempt

SUMMARY:

[Legal Counsel for Youth and Children \(LCYC\)](#) seeks a full time **Spanish-speaking attorney** to provide direct representation for children and young people up to 21 years old who are eligible for Special Immigrant Juvenile Status (SIJS). The attorney will file state court actions, represent the youth in state court and work closely with immigration attorneys. The applicant must be fluent in English and Spanish and must be able to start the position by January 1, 2022, at the latest. A large percentage of our SIJS clients are unaccompanied children from Central America and Mexico who may or may not be in immigration removal proceedings. We are looking for someone who is passionate, collaborative, and an innovative advocate, committed to social justice and anti-racism.

Applicants must be a member of the Washington State Bar Association currently. The SIJS attorney will be an integral member of LCYC's Justice Expansion Team and work statewide. The location of this position is flexible; however, the attorney must be located in the state of Washington and travel will be expected to appear in person occasionally throughout the state. Generally, LCYC is a virtual non-profit - the attorney will work from home and spend most of their time working with clients virtually to reach their goal. Additionally, the attorney will identify other non-SIJS legal and general non-legal issues that the youth may be facing and warmly handoff to the appropriate community partner. Applicants do not need existing expertise in many legal areas, but they do need to arrive at LCYC with a commitment to continual learning.

COMMITMENT TO INCLUSIVITY, EQUITY AND REPRESENTATION:

LCYC is an equal opportunity employer committed to having a diverse staff and board reflective of the communities we serve. We strongly encourage applications from people of color, those with lived experience, people with disabilities, members of the LGBTQ+ community, and other underrepresented and historically marginalized groups. LCYC particularly values lived experience in our practice areas of child welfare, juvenile justice, youth and family immigration, and youth homelessness.

COMPENSATION AND BENEFITS:

This is a grant funded, time limited position, from now until September 30, 2023. This a full-time salaried position requiring a willingness to work some evenings and weekends, as well as travel around the state to meet with clients or appear in court. LCYC exempt employees have some flexibility in setting their schedules each week. This flexibility allows staff to adapt the timing of their work week with the scheduling needs of representing youth. This flexibility also allows exempt employees to achieve better individual balance between work and home.

The annual salary for the position is \$68,000 - \$71,000 depending on experience for the first year, followed by an increase to \$71,000 - \$74,000. Salary includes \$3,000 for Spanish skills.

Supportive benefits include but are not limited to Flexible Time Away, medical, dental, life and disability insurance, 403(b) plan, and paid home office needs such as laptop computer, stand-up desk, and printer. LCYC does not have a shared office space. All staff work from home offices. Travel for work is compensated at the Federal reimbursement rate.

QUALIFICATIONS:

- Demonstrated commitment to LCYC's mission of protecting the interest and safety of youth in Washington by advancing their legal rights.
- Ability to live and practice in the state of Washington
- Washington State Bar Membership currently.
- Must be fluent in English and Spanish, speaking and writing.
- Experience as a practicing attorney or law school work/internship/externship; past experience in juvenile dependencies or related child welfare, minor guardianships, CHINS, parenting plans and SIJS is strongly preferred.
- Commitment to and demonstrated interest in engaging in culturally competent relationships and applying an anti-racist lens to program operations, community partnerships, and supporting young people.
- Demonstrated interest and ability in working with youth and families of diverse racial, cultural, socio-economic backgrounds and inspire their confidence.
- Ability to work independently and be self-motivated.
- Ability to serve as the technical advisor to pro bono attorneys.
- Ability to communicate legal concepts, options, and potential outcomes in a developmentally appropriate manner with youth.
- Ability to work professionally with youth, diverse community partners and other attorneys, developing a relationship of trust and confidence.
- Ability to be flexible, adjusting to the needs of youth.
- Committed to continual learning and responsive to feedback.
- Must have a valid driver's license and access to a car as the position involves some travel.
- Must show proof of authority to work and pass a background check, including fingerprints.
- Must show proof of COVID-19 vaccination (both doses) and will be expected to get the next booster.

JOB DUTIES:

The SIJS staff attorney will undertake a range of duties including, but not limited to the list below.

- Conduct intake for youth under the age of 21 years virtually.
- Provide youth with legal advice, referrals, mediation, and in-court representation as needed in civil actions that will result in an Order for SIJS.
- Investigate each case; analyze facts in light of relevant legal considerations; conduct legal research; prepare litigation strategy; motions and briefs and argue specific legal motions and pleadings; litigate evidentiary hearings; examine and cross-examine witnesses.
- Partner with local community service providers, immigration attorneys and LCYC Legal Supervisor on the direct delivery of services and continual improvement of the service model and its local adaptation.
- Work with Pro Bono attorneys and Pro Bono Manager to expand services.
- Participate in regular case staffings with LCYC Legal Supervisor.
- Participate in weekly meeting with the Justice Expansion Team, general staff monthly meetings and an annual retreat with all LCYC staff.
- Staff cases, problem solve, and identify trends and systemic barriers as an active member of LCYC's Justice Expansion Team.

- Participate in trainings to continually improve the advocacy provided to the youth LCYC serves.
- Track time and pertinent case data from intakes and closing in LCYC's case management system.
- Regularly participate in all staff meetings, trainings, and identity group conversations on equity and systemic racism.

LCYC's services are community based; however, this position will mostly be virtual given the nature of the work and the statewide representation. Due to COVID-19, LCYC pivoted to more virtual services and will follow state guidelines. We will continue to adapt our policies in line with public health recommendations and our legal responsibilities to young people we represent.

ABOUT LCYC:

LCYC protects the interests and safety of youth in Washington by advancing their legal rights. We accomplish our mission through direct legal representation, strong community partnerships, and systemic advocacy. We have four program areas: child welfare, juvenile court, youth and family immigration, and youth homelessness.

LCYC provides community-based, holistic legal advocacy to expand access to justice for young people in Washington. LCYC was created and continues to evolve in response to the community's needs. We meet youth where they are—geographically, developmentally, emotionally, culturally, and linguistically. We collaborate with the youth, family members, educators, service providers, and other community partners to ensure that the legal and non-legal needs of the youth are met.

LCYC empowers youth by helping them understand and engage in complex legal systems that impact their lives and their families. We help youth understand and assess legal issues, options, potential consequences, and opportunities, before the youth determines the path forward.

LCYC is a team of supportive, creative, risk-taking, and flexible attorneys seeking to disrupt the status quo. We are committed to continual learning. An essential part of that learning must be centered on anti-racism within ourselves, our organization, and the systems we encounter as advocates for young people. We are willing to fail forward, make mistakes and learn, and embrace change. We believe humor and teamwork are critical to doing this sometimes incredibly difficult work.

TO APPLY:

Please submit a letter of interest, resume, brief writing sample, and list of three references to Jovon Vaughn via email at jovon@lcywa.org.

For your application to be considered, please include a response to the following question in your cover letter: How do you think your personal background or experiences, professional or otherwise, have prepared you to contribute to our commitment to anti-racism and equity internally and externally?

This position will be left open until filled. Applications will be reviewed upon receipt.