

**Advocates Inc. is a nonprofit law firm and advocacy organization that challenges the systemic causes of poverty and racial discrimination by strengthening community voices in public policy and achieving tangible legal victories advancing education, housing and transit equity.**



## Experienced Civil Rights Attorney

Public Advocates Inc. has a rare opening for an experienced attorney to join our exceptional and dedicated staff. The successful candidate will almost certainly have significant experience in a demanding area of civil rights or poverty law in a public interest or government setting, and will be dedicated, effective, compassionate, and a well-respected colleague.

Public Advocates Inc. is a nonprofit law firm and advocacy organization that challenges the systemic causes of poverty and racial discrimination by strengthening community voices in public policy and achieving tangible legal victories advancing education, housing and transit equity. We spur change through collaboration with grassroots groups representing low-income communities, people of color and immigrants, combined with strategic policy reform, media advocacy and litigation, “making rights real” across California since 1971. For more information, see [www.publicadvocates.org](http://www.publicadvocates.org)

### RESPONSIBILITIES

- **Strategic direction:** Help shape strategic directions in existing and new areas of program work (currently, education equity, affordable housing and equitable development, transportation equity, and climate justice), incorporating policy advocacy, community collaboration, media and communication, and litigation to achieve our strategic objectives
- **Litigation:** Perform at a senior level on all aspects of litigation in precedent-setting cases at the trial level and on appeal, working closely with managing attorneys, staff attorneys and pro bono co-counsel to develop and effectively implement litigation strategy
- **Policy advocacy:** Carry out legislative and policy advocacy, including developing, analyzing and promoting potential legislation, regulations and policies
- **Supervision:** Mentor staff attorneys, law fellows and legal interns, and supervise their day-to-day work on litigation, policy advocacy, and other projects
- **Communications:** Engage in community education and policy advocacy, such as speaking at conferences and events, developing publications and other resources, and representing Public Advocates and coalitions to the media and public
- **Grant development:** Identify opportunities and contribute to foundation relations

### QUALIFICATIONS

- JD and 5-10 years experience that prepares the applicant to produce the highest caliber legal work and to develop and manage complex advocacy and litigation projects. CA Bar admitted or willingness to take the next CA Bar Exam.

- Excellent written and oral communication skills
- Successful record working with communities of color and/or low-income communities
- Independence, mature judgment and initiative
- Creativity, diplomacy, and capacity to work collaboratively both internally and with allies
- Ability to communicate about legal and policy issues clearly and persuasively to legal and lay audiences
- Strong positive factors
  - Fluency in Spanish or other relevant language
  - Experience in securing program grants, professional development, organizational planning, taste for institutional leadership

Qualities expected of all Public Advocates staff include integrity, high professional standards, and commitment to progressive social change, our mission, and working successfully with diverse colleagues and clients. We value cooperation, candor, flexibility, resilience, optimism, curiosity, and sense of humor.

## **COMPENSATION & WORK SETTING**

Compensation and position as Staff Attorney or Senior Staff Attorney based on experience and level of responsibility. Office located on the Embarcadero in San Francisco, near the Ferry Building, convenient to public transportation. Some travel, including to our Sacramento office, likely.

## **APPLICATION**

Position open until filled. Applications must include: a letter that addresses your experience and effectiveness, including in litigation and community work, explains your goals and interest in this position, and describes a project or challenge you have handled that will help us understand your qualifications; resume; writing samples; and three references. Submit electronic application to [attorney2010@publicadvocates.org](mailto:attorney2010@publicadvocates.org).

*Public Advocates values diversity. We encourage all interested individuals to apply, including people of color, women, people with disabilities, people who are lesbian, gay, bisexual, or transgender, and anyone belonging to another federal or state protected category.*

11/3/2010

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## Law Fellow

The Public Advocates Fellowship has consistently attracted outstanding new lawyers to the legal advocacy team of one of the nation's most effective and respected civil rights law firms. Public Advocates invites applications immediately for a one year Fellowship to begin in early 2011.

### **The Firm**

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### **The Fellowship**

The Fellowship provides new attorneys with a rich professional experience in lawyering skills and public interest advocacy to promote equity and systemic change. Fellows work with exceptional colleagues and allies, playing an active, responsible role in legislative, administrative, and policy advocacy; impact litigation from development through trial and appeal; communication and media work, and coalition building with grassroots organizations. We have a strong commitment to professional development and mentoring.

Fellows have contributed significantly to Public Advocates' groundbreaking work. Several current staff members joined Public Advocates as Fellows: Managing Attorney John Affeldt (Harvard '90), Senior Staff Attorney Guillermo Mayer (UCLA School of Law '04), and Staff Attorneys Tara Kini (UC Berkeley '05), and Samuel Tepperman-Gelfant (Harvard '07, Equal Justice Works Fellow). Many former Fellows are in important positions in civil rights, government, and non-profit law and advocacy.

### **Qualifications**

Candidates should be very recent law school graduates, including judicial clerks.

Applicants must have a demonstrated commitment and ability to work with low-income communities, communities of color, and their allies; excellent analytic, communication and collaboration skills; good judgment and initiative. Experience in our substantive program areas, and in public finance, communications, grass roots organizing, urban planning, and civil rights, are pluses. Fluency in Spanish is a strong positive factor. Admission or plan to seek admission to the California Bar

expected.

### **Application & Compensation**

Position will be open until filled, ideally early in 2011. Applicants should submit a letter that addresses (1) experiences and commitment to working with low-income communities and communities of color, (2) a specific accomplishment, and (3) reasons for applying to Public Advocates, along with a resume, writing sample, and names of three references. Please address to [fellowship2010@publicadvocates.org](mailto:fellowship2010@publicadvocates.org).

See website at [www.publicadvocates.org](http://www.publicadvocates.org) for more information about the firm and our work.

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