

RISING FOR JUSTICE
DIRECTOR OF LITIGATION AND ADVOCACY

Reporting to the Executive Director of Rising for Justice (RFJ) and supervising the organization's Program Directors and their respective staffs, the Director of Litigation and Advocacy directs RFJ's substantive legal and advocacy work and is responsible for ensuring that RFJ provides high-quality legal services to clients and meets their needs through innovative, vigorous, client-centered, and thoughtful advocacy efforts. This management position is part of RFJ's Executive leadership team.

Responsibilities:

- With the Executive Director and Deputy Director, provide overall management oversight of the functions of RFJ and the allocation of resources to achieve the organization's objectives;
- Direct the substantive legal and advocacy work of RFJ and, with assistance from the Program Directors, oversee the service delivery of RFJ's units to ensure efficient, high quality legal representation of clients;
- Develop effective and innovative systems to deliver legal and advocacy services, particularly social work services, and ensure their utilization as well as adherence to established standards of practice and ethics;
- In consultation with the Executive Director, Deputy Director, Program Directors, and other advocacy staff, establish and maintain RFJ's advocacy policies, procedures, and priorities;
- Supervise and evaluate Program Directors;
- Work with the Program Directors and other staff on the development of legal skills and substantive law training opportunities and advocacy efforts, including complex appeals and policy initiatives, for law students and staff, and approve decisions to undertake major litigation;
- With the Executive Director and the Deputy Director, lead RFJ's periodic, strategic, and other long-term planning efforts, including, but not limited to, needs assessment studies;
- With the Executive Director, Deputy Director, Director of Human Resources, and other key managers, ensure the effective and appropriate administration (including involvement in grievance proceedings) of RFJ's Collective Bargaining Agreement with members of the RFJ Union;
- Engage in collective bargaining with the Union representing RFJ's staff as part of RFJ's management team, as needed;
- Work with the Executive Director, Deputy Director, and Director of Development & Communications to identify potential funding sources, develop proposals, and prepare periodic reports on services rendered, based upon RFJ's priorities and careful analysis of its resources and client needs;

- Work with the Executive Director, Deputy Director, and Director of Development & Communications to promote RFJ's initiatives, activities, and achievements through the press, social media, community outreach, professional events and conferences, and through the publication of articles and other materials focusing on substantive law, practice skills, social issues, and current events;
- With RFJ staff, coordinate interaction and partnerships with other legal services providers, community organizations, and/or other collaborators; and
- Other duties as assigned.

Qualifications:

- LL.B. or J.D. degree, plus at least twelve years of experience as a practicing attorney and at least seven years as a manager.
- Demonstrated ability to manage and lead a team of attorneys, paralegals, social workers, and administrative professionals.
- A strong work ethic and excellent communication and organizational skills.
- Substantive clinical teaching/training experience.
- Excellent writing and verbal communication skills.
- Significant appellate experience.
- Superior organizational and presentation skills.
- Experience working with low-income populations or in a legal services setting is desirable.
- Admission to the DC (District of Columbia) Bar or eligible to waive into the DC Bar.

Principal Working Relationships:

Executive Director, Deputy Director, Program Directors, Board of Directors, funders, the Judiciary, DC Bar, community organizations, government agencies, and schools of law.

Salary and Benefits:

This is a full-time position based on a 40-hour work week. RFJ's salaries are set on a scale based on years of experience. The scale for this position is \$120,000 to \$150,000. RFJ's compensation includes an excellent benefits package, including employer-paid medical, dental, and vision insurance; generous sick, annual, and personal leave; life and disability insurance; and paid federal and local holidays. RFJ offers a hybrid work environment with three days in the office.

To Apply:

Each candidate should submit a cover letter and resume by email addressed to Linda Brooks, Director of Human Resources, at hr@risingforjustice.org. Please indicate "Director of Litigation and Advocacy [your full name]" in the email's subject line.

Application Deadline:

Review of applications will begin immediately and continue until the position is filled.

About Rising for Justice:

Created in 1969, RFJ, formerly known as DC Law Students in Court, is the oldest clinical teaching program in the District of Columbia. RFJ operates as a public interest legal services provider and clinical education program for law and social work graduate students and serves more than 4,000 clients per year. Much of RFJ's work focuses on fighting eviction and

displacement on behalf of low-income tenants in the District of Columbia. In addition, RFJ represents justice-involved DC residents in need of a fresh start by clearing their criminal records and individuals seeking family stability.

RFJ's mission is to leverage the collective forces of students and experienced advocates to achieve justice for all. The organization embraces equal justice and diversity as core values and strives to maintain a vibrant, welcoming, innovative, and collaborative workplace. RFJ is committed to fostering the thoughtful exchange of ideas and to ensuring that all voices are heard and respected. Its commitment to diversity, inclusion, and non-discrimination includes race, sex, age, religion, national origin, sexual orientation, gender identity/expression, personal appearance, genetic information, political affiliation, marital status, family responsibilities, disability, status as a veteran, and any other characteristic protected by federal, state, or local law or regulation.