

Job Announcement: Staff Attorney Criminal Record Sealing

Rising for Justice (RFJ) seeks a highly motivated, client-centered attorney to join its Criminal Record Sealing Program. Reporting to the Program Director, the Staff Attorney will provide direct legal representation to low-income District residents seeking to seal or expunge their records. The role also supports community education, pro bono engagement, and RFJ's clinical training mission.

Criminal Record Sealing Program: RFJ helps District residents navigate the complex legal process of sealing or expunging eligible arrest and criminal records. Staff attorneys provide direct representation and partner with pro bono counsel to help clients move forward with a fresh start.

Key Responsibilities

- **Record Sealing Representation:** Represent clients seeking to seal or expunge arrest and criminal records in D.C. Superior Court. Conduct interviews, assess eligibility, prepare and file motions, and appear at hearings when necessary.
- **Court-Based Services:** Conduct client intake interviews, assess legal needs, and provide legal advice, brief services, and referrals as appropriate.
- **Community Outreach and Education:** Plan and deliver community outreach initiatives, Know Your Rights workshops, and trainings for legal and community-based organizations. Assist in conducting community education events as needed, build trust relationships with residents and partners, and represent RFJ at resource fairs and other public events.
- **Supervision and Volunteer Support:** Depending on experience, train and mentor pro bono attorneys and assist with the supervision of legal assistants, law students, interns, and other volunteers.
- **Additional Responsibilities:** Participate in occasional evening and weekend outreach, training, and community engagement events and perform other duties that support program and organizational goals.

Qualifications

- Licensed to practice in the District of Columbia, eligible to waive into the D.C. Bar, or otherwise eligible to practice under D.C. App. R. 49(c)(9)(B) as a recent law school graduate.
- Experience representing individuals from diverse backgrounds, including people from marginalized and under-resourced communities.
- Demonstrated commitment to client-centered representation, including for clients accused of criminal conduct.
- Ability to work independently and collaboratively within an interdisciplinary team of attorneys, paralegals, social workers, students, and volunteers.
- Cultural humility and the ability to communicate respectfully, build trust, and connect with people across backgrounds, identities, and lived experiences.
- Excellent oral and written advocacy skills.
- Strong organizational and case-management skills, including the ability to manage a varied caseload and competing deadlines.
- Spanish fluency is preferred but not required.

- Criminal litigation experience is highly desirable.

Salary and Benefits

This is a full-time position with a 40-hour workweek. The annual salary range for this position is \$60,049 to \$80,701, based on RFJ's fixed salary scale for years of relevant experience. 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 currently offers a hybrid work environment with three days in the office.

To Apply:

Each candidate should submit a cover letter and resume by email to Linda Brooks, Director of Human Resources, at careers@risingforjustice.org. Please indicate "Record Sealing Attorney, [your full name]" in the subject line of the email. Finalists will be asked for recent writing samples and three professional references.

About Rising for Justice:

Founded in 1969, RFJ is the oldest law-school clinical teaching program in Washington, DC. It operates as a public-interest legal services provider and a clinical education program for law and social work graduate students, serving 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 Washington, DC. In addition, RFJ represents justice-involved DC residents in need of a fresh start by sealing their criminal records, and individuals seeking family stability by representing respondents in civil protection order and anti-stalking order cases.

Rising for Justice provides free legal and social work services to low-income Washington, DC residents while training public-interest advocates through clinical programs and partnering with pro bono attorneys to expand capacity. RFJ is committed to strengthening the voices of its low-income clients, collaborating with community partners, and rooting out the inequities that keep people in poverty. RFJ embraces equal justice and diversity as core values and strives to maintain a workplace that is vibrant, welcoming, innovative, and collaborative. The organization 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. Candidates of all identities, experiences, and communities are encouraged to apply.