



Northwest Justice Project

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César E. Torres
Executive Director

Job Announcement Staff Attorney - Native American Unit - Crime Victim Services External

Northwest Justice Project (NJP) is Washington's state and federally funded civil legal aid program. As a not-for-profit statewide law firm whose mission is: Combatting Injustice – Strengthening Communities – Promoting Human Dignity, NJP seeks a Crime Victim Attorney for the program's Native American Unit (NAU). The NAU is a specialized unit that advocates for the rights of Native American individuals and communities, on- and off-reservation. The NAU seeks applications from qualified attorneys to undertake mission-directed work to address the civil legal needs of Native American crime victims who experience collateral legal issues.

NAU-CV is an existing NJP project that collaborates statewide with tribal programs and Native victim services organizations to address the legal needs of Native crime victims. The legal services provided will primarily be telephonic and include advice, consultation, pro se assistance, and full representation to victims. Much, but not all, of the legal work involves assisting domestic violence and sexual assault survivors with cases concerning their immediate safety, ongoing protection, and family law needs. Other casework may include assisting victims with housing rights and protecting their rights in criminal proceedings, advising parents and guardians with tribal court dependencies due to another's child abuse or neglect, and assisting victims of financial fraud and elder abuse. The NAU-CV attorney will be responsible for developing and maintaining relationships with tribal domestic violence/sexual assault advocates, social services agencies, law enforcement staff, and others to facilitate access to legal assistance for Native clients and provide technical support to the Native American advocacy community.

Job Duties: The attorney will undertake a range of duties including but not limited to:

- Provide advice, consultation, limited and extensive pro se assistance, and representation, to Native American crime victims.
- Develop and maintain relationships with tribal DV advocate programs and personnel. (This requires a willingness and ability to travel across Washington State for outreach.)
- Engage with the client communities and conduct legal education events for client groups, social and human services providers, and civil and tribal justice system stakeholders.

- Work collaboratively with NAU colleagues and field offices to identify and address the most critical needs of the Native American crime victim communities across Washington.
- Help identify and develop online resources for use by attorneys and/or unrepresented litigants on matters within areas of practice and expertise.
- Serve as a resource to other advocates on Indian law, tribal court practice, and legal issues arising from a client's Indian status with respect to state and federal programs.
- Support and lead the work of NJP partners, including the Native American Task Force, volunteer lawyers, private attorneys, other legal aid providers, and organizations addressing the legal needs of low-income Native Americans.
- Utilize NJP's cases management and timekeeping systems and comply with all applicable regulatory requirements and reporting needs.

NJP has adopted the Washington Race Equity and Justice Initiative (REJI) and is organizationally committed to fight racism and to incorporate equity and inclusion in our advocacy work and our internal systems and work environment. NJP expects all staff to uphold the REJI commitments and approach their role with a desire to learn and grow in this area.

The successful applicant for this position will have the following qualifications and experience or demonstrated abilities:

- Strong written and verbal communication skills.
- Litigation experience, with particular experience in Indian Law, Tribal Courts, Federal Courts, or State and Federal administrative agencies, on matters that concern the unique status of Indian persons.
- Experience in substantive areas, including education, family, housing, public assistance, Indian Child Welfare Act, and Indian status-affected legal matters.
- Experience working with victim communities; well-developed sense of empathy.
- Cultural competency.
- Demonstrated experience working with low-income Native American communities. Experience working with tribes is a plus.
- Experience translating Native American issues for non-Native audiences.
- Ability to work well with a team.
- Ability to think outside of the box and develop creative solutions to problems.
- Excellent time management.
- Washington State Bar Association membership in good standing, the ability to acquire membership through admission by motion, or ability to take the next Washington bar exam is required.

Compensation: Starting salary is based upon years of experience, with an annual salary range of \$64,751 to \$121,022. NJP offers a comprehensive benefits package which includes 100% paid employee health premiums and significant premium shares for family health premiums, as well as generous time off.

Hours of work: NJP's typical client office hours are 9:00 – 5:00, Monday through Friday. Attorney positions are exempt and those in the position are expected to work the hours needed to meet their professional responsibilities.

To Apply: Internal candidates, follow this [link](#) to apply through our Applicant Tracking System in Paycom. You will be asked to submit a cover letter, resume and writing sample. Cover letter should include description of any experience, personal or professional, with low income or other marginalized communities. Northwest Justice Project is especially interested in qualified candidates whose professional, personal and/or service experience allow them to contribute to and support the legal aid community's commitment to race equity

If you have difficulties, please email hr@nwjustice.org and we will assist you.

Application Deadline: Open until filled.

Learn more about the Northwest Justice Project [here](#)

NJP is committed to a policy of equal opportunity and fosters an environment free of barriers and discriminatory practices. NJP actively promotes mutual respect, acceptance, teamwork and productivity. NJP is committed to maintaining an organization whose staff, Board and clients are diverse in background, experience, race, color, national origin, gender, age, religious reference, marital status, sexual orientation, gender identity, gender expression, sensory, mental or physical abilities, veteran status, and other qualities that strengthen the program while reinforcing its commitment to basic fairness. People of color, people who identify as transgender, lesbian, gay, or bisexual, and those with disabilities are strongly encouraged to apply. Individuals needing a reasonable accommodation for the application or interview process or for more information about the project should contact the Human Resources Department by calling (206) 464-1519.