



Northwest Justice Project

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César E. Torres
Executive Director

Staff Attorney - Native American Unit – Re-Entry Services

Northwest Justice Project (NJP) is a not-for-profit statewide law firm with a mission of **Combating Injustice • Strengthening Communities • Promoting Human Dignity**. NJP secures justice for people in or near poverty through high-quality legal advocacy that promotes the long-term well-being of low-income individuals, families, and communities through legal representation, community partnerships, education, and other advocacy.

NJP is collaborating with Chief Seattle Club, a Native-led housing and human services agency located in Seattle, to expand its capacity to serve the needs of Native Americans discharged into King County who are transitioning back into the community after being released from incarceration. NJP seeks applications from qualified attorneys to undertake this mission-directed work. This attorney's caseload will be focused on legal financial obligation (LFO)-relief and record vacation for drug-related offenses. If resources permit, the attorney may provide assistance with other civil legal issues benefitting the client's transition to the community. Client referrals will come through Chief Seattle Club's Re-Entry Program. Additionally, the attorney will work closely with Chief Seattle Club's Re-Entry Case Managers, providing advice and technical assistance to them for this work.

This position is assigned to NJP'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 to fill this position as soon as possible.

This is a full-time regular position covered by NJP's Collective Bargaining Agreement. Current NJP employees earn seniority based on original hire date as long as no break in employment over one year has occurred. Newly hired employees will take their seniority date with them if they transfer to a new position at NJP after the funding ends.

The current grant funding runs through December 31, 2022. NJP does anticipate renewal of this grant into 2023.

Although the NAU is currently doing the majority of its work remotely, we anticipate to returning to in-person work at some point during 2022. The preference is for an applicant who will work out of NJP's Seattle office in order to be proximate to Chief Seattle Club's service area.

NJP requires all employees to be vaccinated against COVID-19. Providing proof of COVID-19 vaccine is a condition of employment. Exemptions based on medical and sincerely held religious beliefs may be requested per NJP's EEO employer policy.

RESPONSIBILITIES

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

- Advise and represent Native American clients on LFO-relief and vacating/sealing criminal records for drug-related offenses.
- Develop and maintain relationships with Chief Seattle Club’s Re-Entry Case Managers, including providing advice and technical assistance to them.
- 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 leverage NJP’s statewide law firm model to comprehensively serve clients.
- Help identify and develop online resources for use by attorneys and/or unrepresented litigants on matters within areas of practice and expertise.
- Support 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 roles with a desire to learn and grow in this area.

QUALIFICATIONS

- Strong written and verbal communication skills.
- Litigation experience, with particular experience in tribal courts or state superior, district or municipal courts, on legal issues involving drug-related convictions and post-incarceration relief and/or on matters involving the unique status of Indian persons.
- Culturally competent and have demonstrated experience working with low-income Native American communities.
- Ability to work well with a team and to bring non-lawyers into legal advocacy strategies.
- Ability to think outside of the box and develop creative solutions to problems.
- Excellent time management.
- Willing and able to be physically present in the identified geographic service area.
- Washington State Bar Association membership in good standing or ability to acquire membership through admission by motion.

Compensation: Starting salary is based upon years of experience, with an annual salary range of \$64,751 to \$121,022. We offer 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 9:00am – 5:00pm, Monday through Friday. Attorney positions are exempt and those in the position are expected to work the hours needed to meet their professional responsibilities.

Please apply [here](#)

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.