

## **MANAGING ATTORNEY**

### *YAKIMA OFFICE*

#### **TEAMCHILD**

TeamChild is a nationally recognized nonprofit serving vulnerable youth across Washington State. TeamChild is best known for its legal services program reaching children in crisis in King, Pierce, Spokane, and Yakima counties. Our clients are generally 12-21 years old and many are involved in the juvenile justice and child welfare systems. Our legal services program is designed to keep young people out of juvenile court by reconnecting them to education, healthcare, mental health, and housing supports. We work closely with public defenders, juvenile court staff, and the community to positively impact the young person's life while helping the youth to accomplish their goals and reduce further contact with the courts. The goal of all of our programs is to divert children away from school exclusion, arrest and incarceration, and directly into the supports that have the best chances of getting them back on track.

At TeamChild we believe that racial and other social identities should be respected and affirmed. In support of this belief, we are working toward building an equitable and inclusive organization and providing our team of staff, volunteers, and Board members with the tools to address institutionalized racism and other forms of oppression. All members of our team are responsible for providing and supporting an equitable and inclusive work environment that will enrich our interactions with each other and our products and services. This responsibility provides the foundation for serving our clients and their families so their needs are justly represented and their desires amply fulfilled.

TeamChild opened its Yakima office in 1998. Yakima is the eighth largest county in Washington with around 250,000 people. The population of Yakima County is 47.7% Hispanic, 45% White, and 3.64% Native. 40.3% of the people in Yakima County speak a non-English language. Yakima County is well known for its apple orchards and its agricultural, hops, and wine production. The name Yakima originates from the Yakama Nation Native American tribe, whose reservation is located south of the city. For more information about TeamChild and the Yakima County Office, see [www.teamchild.org](http://www.teamchild.org).

#### **JOB OVERVIEW**

Managing Attorneys are responsible for day to day management and supervision of local office operations and directly report to TeamChild's Director of Legal Services. Managing Attorneys must work directly with their attorney and program staff to support their development and skills at TeamChild while also carrying a caseload. Managing Attorneys are supported by the Director of Legal Services and also work with each other and with the Executive Team. Managing Attorneys provide leadership within their local office and community to ensure high quality services, to create a cohesive work environment including linkages to other offices, and to build strong community relationships.

#### **PRIMARY RESPONSIBILITIES**

- Supervises and supports local office staff, which includes:
  - onboarding new staff and volunteers,
  - providing case management and case support,
  - supporting training and professional/leadership development needs of local office staff,

- assisting with performance evaluations and staff recognition, and,
  - communicating staff concerns and/or needs to the Executive Team.
- Maintains an appropriate client case load dependent on the number/size of local office staff and their supervision needs.
- Maintains continuous communication with Executive Team about significant administrative, human resource, and programmatic needs. This includes assisting with office space location and lease arrangements, coordinating with management staff regarding press inquiries, and providing input during annual budgeting process.
- Manages hiring, termination, and promotion of employees and interns, including law students, summer clerks, and temporary employees.
- Identifies and helps develop funding opportunities that support local efforts and advocacy needs, and coordinates closely with Executive Team on grant proposals, special project needs, fellowship opportunities, etc.
- Oversees outreach and training plan for local office.
- Creates and maintains local office work plan that ties into TeamChild's impact goals.

## **QUALIFICATIONS**

- Member in good standing of the Washington State Bar Association or eligible for reciprocity or limited admission to practice pending admission to the Washington State Bar Association.
- Ability to work collaboratively with diverse groups of people with varying perspectives, experience, and expertise.
- Strong initiative, creativity, and problem solving abilities and thrives in a work environment that nurtures growth, exploration, and innovation.
- Willingness to develop relationships with communities, county/community service providers, funders, government entities, and other legal services.
- Willingness to work independently.
- Compassion and empathy in working with youth from all backgrounds and situations.
- Prior experience working with youth strongly preferred.
- Oral Spanish language proficiency strongly preferred.
- Experience providing high quality training, supervision, and mentoring of students, volunteers, program staff, and attorneys strongly preferred.
- Experience living or working in Yakima or a community of similar size and demographic make-up preferred.
- Legal advocacy skills, including administrative hearing and civil litigation experience, negotiation, clear and persuasive writing, and oral presentation preferred.
- Experience in relevant areas of law (school discipline/special education, Medicaid/EPSTDT, delinquency, child welfare, or other areas of youth law or juvenile defense) preferred.

## **COMPENSATION AND BENEFITS**

TeamChild is committed to providing employees with a competitive salary and benefits package. Salary is based on the TeamChild attorney salary scale and the candidate's years of relevant experience. For example, a managing attorney with 5-6 years of relevant experience would start in this position between \$59,861 and \$61,761. TeamChild offers full benefits including medical, dental, vision, EAP, generous paid time off, long and short term disability, and options to set up FSA and 403b retirement accounts.

**TO APPLY**

Please email a concise letter of interest and resume to [jobs@teamchild.org](mailto:jobs@teamchild.org). Please write "Managing Attorney – Yakima County" and your last name in the subject line. No phone calls or email inquiries please. Position open until filled.

**Before submitting your application, please check TeamChild's website ([www.teamchild.org](http://www.teamchild.org)) to make sure that this position is still open.**

*All interested individuals, including people of color, women, persons with disabilities, and persons who are lesbian, gay, bisexual, transgender, and/or intersex are particularly urged to apply. TeamChild is an Equal Opportunity Employer. TeamChild is committed to promoting an environment free of barriers and discriminatory practices for its clients, Board, and staff.*