



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 12-24 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 mission of TeamChild is to uphold the rights of youth involved, or at risk of involvement in the juvenile court system to help them secure the education, healthcare, housing and other support they need to achieve positive outcomes in their lives. In our work, we aim to move systems away from exclusion, arrest, and incarceration towards more effective strategies that have the best chance of promoting the well-being and success of our most vulnerable children.

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 a rural community 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.

JOB OVERVIEW

TeamChild is seeking a full-time Managing Attorney in our Yakima office. This is an opportunity to help build a collaborative team that is dedicated to client-centered legal advocacy and working to continually reflect and improve our client services and office and program practices. When fully staffed, the Yakima County office consists of a managing attorney, a staff attorney and a legal assistant. The Managing Attorney is responsible for day to day management and supervision of local office operations and directly reports 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. Legal duties include providing holistic civil legal representation to youth who are at risk of or already involved in the juvenile court and child welfare systems. Advocacy involves breaking down legal barriers to a wide array of community-based services and supports, including but not limited to, education, safe and stable living situations, mental health care and medical services, and other civil rights issues. Activities include legal advice and/or representation in administrative or judicial

proceedings, negotiations or other dispute resolution processes, advocacy in juvenile court in partnership with public defenders to promote alternatives to secure detention, and collaboration with and referrals to community providers. 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. All staff participate in fulfilling our commitment to organizational transformation through training, workgroups, retreats, staff meetings, and other internal collaborations.

PRIMARY RESPONSIBILITIES

- Supervises and supports local office staff, interns, and volunteers, which includes:
 - creating a collaborative working environment with local staff to create a cohesive team, encouraging the development and growth of the team, and identifying and setting shared goals for the local office team/market
 - onboarding new staff and volunteers
 - providing case management and case support for all the work in the local office
 - supporting training and professional/leadership development needs/goals of local office staff
 - responsible for performance evaluations and staff recognition
 - communicating staff concerns and/or needs to the Executive Team
- Engages fully and commits to TeamChild’s vision and values and developing TeamChild’s equity and antiracist practices within the local office and across the organization
- Creates and maintains local office work plan that ties into TeamChild’s impact goals
- Oversees outreach and training plan for local office
- Maintains an appropriate client caseload dependent on the number/size of local office staff and their case support and supervision needs
- Maintains continuous communication with Director of Legal Services and/or 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 in the local office, including law students, summer clerks, and temporary employees
- Facilitates meetings and trainings within TeamChild, including weekly local team meetings, and meetings and trainings for/in the community
- Builds and maintains relationships with local and statewide partners and promotes effective collaboration with other legal aid, public defense and advocacy organizations
- Identifies and helps develop funding opportunities that support local efforts and advocacy needs, and coordinates closely with Executive Team on grant proposals, grant deliverables, grant compliance, special project needs, fellowship opportunities, and more
- Develops and maintains relationships with local communities, especially those most impacted by our work

DESIRED QUALIFICATIONS

We are seeking candidates who have a desire to work in rural communities and who are committed to social justice and are passionate legal advocates for young people. Candidates should work well both

independently and as a team member, be respectful and passionate about working with people from diverse backgrounds, enjoy creative problem solving, and value the creation of relationships across disciplines. Additional qualifications include:

- Five years of relevant legal experience, utilizing/developing exceptional legal skills, preferably in the relevant areas of law: school discipline/special education, public health care, public benefits, re-entry issues, delinquency, child welfare, or other areas of youth-related law
- Excellent legal advocacy skills, including administrative hearing and civil litigation experience, negotiation, clear and persuasive writing, and oral presentation
- Management experience, including supervision, office management, and local community development and strategy
- Anti-racist analysis and commitment to undoing institutional racism and other forms of oppression.
- Demonstrated alignment with TeamChild Values: Centering Youth, Anti-Racism, Wholeness, Accountability
- Demonstrated cultural competence in working with diverse clients and communities
- Experience providing high quality training, supervision, and mentoring of students, volunteers, program staff, and attorneys strongly preferred
- Lived experience preferred, which can include your own significant interactions in systems or significant activity you experienced due to your family or dependents' involvement in these systems that will positively impact your performance at TeamChild
- 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 living or working in Yakima or a community of similar size and demographic make-up preferred
- 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 and meet with clients and community in a variety of locations, including schools, detention, shelters, fast food restaurants and client homes
- Passionate about working collaboratively with diverse groups of people with varying perspectives, experience, and expertise
- Passionate about developing relationships with communities, county/community service providers, funders, government entities, and other legal services
- Strong initiative, creativity, and problem solving abilities and thrives in a work environment that nurtures growth, exploration, and innovation
- Demonstrated ability to work independently and in a team
- Ability to regularly travel throughout Yakima County for community and client meetings and to other TeamChild offices a few times each quarter

COMPENSATION AND BENEFITS

Salary is based on the TeamChild attorney salary scale and the candidate's years of relevant work experience. The salary range is \$66,613 to \$90,000. For example, managing attorneys starting with 5 years of experience would be paid \$66,613, and a managing attorney credited with ten years of experience will start at \$74,709. This position comes with full benefits (including medical, dental, vision, \$1,000/year wellness benefit, 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. 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/careers) 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.