



## **JUVENILE REHABILITATION INSTITUTIONS & REENTRY STAFF ATTORNEY**

*KING COUNTY 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 12-25 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 trying to build 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. For more information about TeamChild and the Seattle Office, see [www.teamchild.org](http://www.teamchild.org).

### **JOB OVERVIEW**

TeamChild is seeking a full-time staff attorney based out of our Seattle/King County office for our Juvenile Rehabilitation (JR) Institutions & Reentry Project. The Project team consists of two staff attorneys part-time legal assistant staff and legal supervisor/manager. Primary job duties focus on providing holistic civil representation to youth and young adults placed in Washington Juvenile Rehabilitation's three institutions and nine community facilities. The JR Institutions and Reentry Project team fields many different issues, which can be unique and require resolution within the institutional constraints experienced by the youth and young adults seeking help. Legal advocacy areas include the impacts of juvenile court involvement, like record sealing, legal financial obligations and sex offender registration, conditions and impacts related to incarceration (healthcare and education), sentencing reviews and appeals, individual rights, and barriers to reentry, like securing stable housing and access to education and employment. The JR Institutions & Reentry Project Staff Attorney will also be responsible for developing community resources with and for youth at JR, building relationships with JR staff, and conducting trainings for JR youth and staff on relevant rights, services, and resources. This position involves significant travel every month in order to meet with clients at JR's institutions and community facilities. All staff participate in fulfilling our commitment to organizational transformation through training, workgroups, retreats, staff meetings, and other internal collaborations.

### **DESIRED QUALIFICATIONS**

We are seeking candidates who are committed to social justice and are passionate legal advocates for young people. We seek candidates who are willing to go beyond the traditional attorney role in order to move towards cultivating holistic advocacy models to identify and execute creative – and sometimes non-legal – strategies alongside youth. Candidates should work well both independently and as a team member, be respectful and passionate about working with people, enjoy creative problem solving, and value the creation of relationships across disciplines. Additional desired qualifications include:

- Exceptional legal skills, preferably in the relevant areas of law: prisoners' rights, school discipline/special education, public health care, public benefits, re-entry issues, delinquency, child welfare, or other areas of youth-related law
- Exceptional oral and written communication skills.
- Member in good standing of the Washington State Bar Association or eligible for reciprocity or willing to seek admission to the Washington State Bar Association.
- Demonstrated competence working with young people, especially adolescents
- High level of integrity; commitment to following the Rules of Professional Conduct and upholding ethical standards, including client confidentiality and zealous advocacy for client-directed goals.
- Must have a valid driver's license and ability to travel throughout the county to meet client and agency needs (TeamChild provides mileage reimbursement or car rental options for JR team travel).
- Strong organizational, technology (case management systems, Microsoft Suite, Google Drive), and project management skills.
- Demonstrated ability to collaborate effectively with community stakeholders (other advocates and social service providers) and co-workers. Our attorneys must be adept at forging relationships with our clients, our client communities, and the various advocates and social providers our clients access
- 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.
- Personal connection with our client communities preferred, including lived experience with juvenile court, criminal court, foster care, homelessness, and special education.
- Demonstrated ability to work independently and manage a caseload (our Juvenile Rehabilitation and Reentry Project Staff attorneys carry caseloads between 40-70 clients on a diverse array of legal issues)

#### **COMPENSATION AND BENEFITS**

Salary is based on the TeamChild attorney salary scale and the candidate's years of relevant worked and lived experience. The salary range is \$60,110 to \$90,000. For example, attorneys starting with 0-4 years of experience would be paid \$60,110, and an attorney credited with ten years of experience will start at \$69,709. 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, resume, and a legal writing sample to [jobs@teamchild.org](mailto:jobs@teamchild.org). Please write "JR Institutions & Reentry Project Staff Attorney" and your last name in the subject line. No phone calls or email inquiries please. The Hiring Committee will begin to review applications on **November 18, 2019**. Position open until filled.

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

*All interested individuals, including people with lived experience, 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.*