

## REGIONAL MANAGING ATTORNEY

SPOKANE AND YAKIMA COUNTIES



### WHO WE ARE

TeamChild achieves impact through three main program strategies: civil legal services, training and consultation, and policy advocacy. Our broad impact goals include (1) decriminalization, decarceration, and abolition, (2) expanding and investing in community-led and community-based alternatives and resources, (3) increasing equitable access to education, healthcare and housing supports, and (4) shifting power and repairing harm in BIPOC communities.

At the core of our work is our legal services program, which reaches youth 12-24 years old in four of Washington's largest counties as well as youth incarcerated in our state's juvenile prison and community facilities. Our clients are youth and young adults entangled in our juvenile court and child welfare systems who deserve quality civil legal advocacy to achieve housing security, access education and employment, and get their basic health and other needs met.

### CULTURE

TeamChild is a unique, values-driven organization that is boldly committed to creating and maintaining a work environment that supports collaboration, inclusion, shared-accountability, distributed power, and non-hierarchical operations. At its core, TeamChild fights for effective solutions and community-driven strategies that nurture and develop the health and wellbeing of youth, instead of exclusion and incarceration. Individuals who work for TeamChild are naturally aligned with the following:

- A commitment to anti-racism, anti-oppression, intersectional equity analysis.
- A focus on relationship building.
- An ability to listen with an open mind and a deep commitment to including and respecting diverse viewpoints.
- Values collaboration and inclusive decision-making.
- A proactive, passionate, and collaborative attitude.
- A foundation of self-awareness that provides space for learning and growth.

### HOW TO APPLY

Please email a concise letter of interest and resume to [jobs@teamchild.org](mailto:jobs@teamchild.org) using the following file naming convention: "[Last Name] - Letter" and "[Last Name] - Resume." Please write "Regional Managing Attorney" and your last name in the subject line. Also, please note how you learned of this opportunity.

Position open until filled. Priority review provided to applications received by 03/27/2023. Before submitting your application, please check TeamChild's website 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.*

#### Vision

Young people have power and experience belonging at school, at home, and in their communities

#### Values

**Centering youth** – We take bold, creative action in support of young people's self-determination.

**Wholeness** – We give and receive real support and care for ourselves, clients, and communities. We bring our whole selves to work.

**Accountability** – We operate from an anti-oppression foundation. We act with integrity and intentionality and encourage each other to be better every day.

**Anti-racism** – We operate with anti-racist principles to undo and end all intersecting forms of oppression.

King, Pierce, Yakima and Spokane

Founded in 1996

Budget \$3.5m

35 FTE



#### Salary & Benefits

**\$79,272 – \$95,018**

Medical, Dental, and Vision coverage, generous PTO, long/short term disability, 403b, \$1,000 wellbeing benefit, work flexibility.

## THE ROLE

TeamChild is seeking a full-time Regional Managing Attorney (RMA) to support our Spokane and Yakima County offices. This is an opportunity to be part of 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. The RMA's primary job duties are providing holistic civil legal representation and advocacy to youth, who are at risk of or already involved in the juvenile justice and child welfare systems; 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. Attorneys at TeamChild also engage in other advocacy activities, including community training, outreach, and policy work on behalf of our client base. Managing Attorneys provide leadership within their local office and communities with high quality service, a cohesive work environment including linkages to other offices, and strong partnerships that advance local and statewide goals.

There is flexibility in this position for some remote work and work from our Spokane or Yakima Offices. This position involves travel to meet with clients and community and to provide supervision and support to staff in both offices. Currently, the Regional Managing Attorney would supervise three staff attorneys and two legal assistants.

## PRIMARY JOB RESPONSIBILITIES

- Supervises and supports Yakima and Spokane office staff, which includes:
  - Directly supporting the onboarding of new staff, volunteers, and interns
  - Ensuring case management, support, and oversight of staff, volunteers, and interns
  - Supporting training and professional/leadership development needs of regional office staff
  - Co-counseling cases with Staff Attorneys when needed
  - Learning about and applying innovative and collaborative models of management and leadership
  - Cultivating a transparent and collaborative work environment
  - Facilitating collaborative development and implementation of local office work plan, including determining caseloads, that ties into TeamChild's mission and statewide impact goals
  - Facilitating collaborative development and implementation of outreach, training, and community engagement in local communities
  - Communicating and advocating for staff needs, concerns, and suggestions to the Executive Team
  - Assisting with performance review, professional development plans, and staff recognition
  - Approving timesheets, vacation requests and expenses
  - Encouraging and modeling self-care and work-life balance
- Maintains continuous communication with Executive Team about the needs of the Yakima and Spokane County teams, including:
  - Administrative needs, such as office space location, lease arrangements, supplies, and technology
  - Human resources; including staffing needs, supervision and support needs of staff
  - Program needs, such as fund development or substantive needs of the community and clients
  - Communications needs, such as press inquiries, public announcements, and social media
  - Budgeting, including coordination with the Yakima and Spokane teams and Executive Team to develop and implement a budget for the Yakima and Spokane County programs
  - Ensuring the local teams are informed and included in these processes
- Models, centers, and upholds TeamChild's shared values
- Adheres to TeamChild's anti-racism principles
- Participates in on and offboarding staff, special designation or assignment 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, including building and maintaining local relationships, and coordinates closely with Executive Team and staff on grant proposals, individual giving, special project needs and events, fellowship opportunities, etc.
- Works with Operations Manager and Investments/Partnerships Teams to manage local contracts and funding applications. Collaborates to ensure contract expectations align with our work and that staff and activities are completed and documented to meet contract deliverables and deadlines
- Negotiates contracts and grant applications with county, state, and other funders on behalf of the Yakima and Spokane teams
- Maintains an appropriate client case load dependent on the number/size of regional office staff and their supervision needs
- Develops content expertise in substantive areas of law that we regularly practice, including civil rights, criminal law and procedure, post-conviction, family law, access to services and public benefits, and education law
- Participates in internal work groups at TeamChild regarding hiring, policies, retreats, and other internal functions and collective agency work

## IDEAL SKILLS AND QUALIFICATIONS

We seek candidates who are passionate and committed to undoing institutional racism, other forms of oppression, supporting youth, and willing to go beyond the traditional attorney role by cultivating holistic advocacy models that identify and execute creative—and sometimes non-legal—strategies alongside youth. Candidates must excel in both independently and as a team member, enjoy creative problem solving, and value creating relationships with co-workers and the community. Additional qualifications include:

- 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
- Must have a valid driver's license and ability to travel throughout Yakima and Spokane counties to meet client and agency needs, including to support and supervise staff in both offices (TeamChild provides mileage reimbursement or car rental options for travel)
- Exceptional legal skills, preferably in the relevant areas of law including school discipline/special education, public health care, public benefits, re-entry issues, delinquency, child welfare, or other areas of youth related law
- Demonstrated competence working with youth, especially adolescents, and diverse people and communities
- Compassion and empathy in working with youth from all backgrounds and situations;
- 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;
- Demonstrated alignment with TeamChild values: Centering Youth, Anti-Racism, Wholeness, Accountability
- Anti-racist analysis and commitment to undoing institutional racism and other forms of oppression;
- Ability to work collaboratively with diverse groups of people with varying perspectives, experience, and expertise
- 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
- Exceptional oral and written communication skills
- Strong organizational, technology (case management systems, Microsoft Suite), and project management skills

## Preferred qualifications

- Oral Spanish language proficiency (listening and speaking) strongly preferred, written skills recommended
- Legal advocacy skills, including administrative hearing and civil litigation experience, negotiation, clear and persuasive writing, and oral presentation preferred
- Experience living or working in Yakima, Spokane, or a community of similar size and demographic make-up
- Personal connection with our client communities preferred, including lived experience with juvenile court, criminal court, foster care, homelessness and special education.

## **COMPENSATION AND BENEFITS**

Salary is based on the TeamChild attorney salary scale and the candidate's years of relevant experience. The salary range for this position is \$79,272 to \$95,018, depending on years of legal experience. From TeamChild's base staff attorney scale, there is up to an additional \$15,000 added for direct supervision of two office teams, with a maximum total compensation of \$95,018. For example, an attorney with seven years of experience will start at \$89,536, and an attorney with 12 or more years of experience or more will receive the high end of our salary scale. Please note that Managing Attorneys are on a salary scale at TeamChild based on lived experience and years of legal experience. For attorneys whose legal experience would place them below \$75,000, they may be credited for additional years of experience based upon the attorney's lived experience with systems of oppression reflective of our clients' experiences.

TeamChild offers full benefits including medical, dental, vision, Employee Assistance Programs (EAP), generous paid time off, long-and short-term disability, life insurance, and options to set up Flexible Spending Account (FSA) and 403b retirement accounts. TeamChild offers an annual \$1,000 wellbeing benefit, as well.