



## THE OPPORTUNITY

TeamChild seeks a passionate and dedicated attorney to join our Yakima County Office. The Yakima County Office seeks a Managing Attorney *or* a Staff Attorney with a commitment to client centered advocacy who will invest in the Yakima community and amplify youth voice. Open to full time or part time hours and someone local/relocating to Yakima or remote (from another location in Washington State) with travel.

## WHO WE ARE

Headquartered in Seattle, with regional offices in Pierce, Spokane and Yakima counties, TeamChild is a nationally recognized nonprofit organization providing civil legal aid to vulnerable youth across Washington State. The mission of TeamChild is to uphold the rights of youth involved, or at risk of involvement, in the juvenile court system. TeamChild works to help youth secure the education, healthcare, housing, and other supports needed to achieve positive outcomes in their lives. TeamChild believes that racial and other social identities should be respected and affirmed. In support of this belief, an equitable and inclusive organization is being built. Staff, volunteers and board members are being given the tools to address institutional racism and other forms of oppression. This commitment provides a foundation for empowering the youth and families; ensuring they are justly represented and their desires are amply fulfilled.

## HOW TO APPLY

Interested applicants should email a resume, concise cover letter, and writing sample to [jobs@teamchild.org](mailto:jobs@teamchild.org) using the following file naming convention: “[Last Name] - Letter” and “[Last Name] - Resume” and “[Last Name] - Writing Sample.” Please write “Attorney—Yakima County” and your last name in the subject line. Also, please note if you are wanting full or part time work, whether you will be located in Yakima or prefer to work remotely from elsewhere, and how you learned of this opportunity.

*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

**Youth centered** – 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-racists principles to undo and end all interesting forms of oppression.

King, Pierce, Spokane, and Yakima



Founded in 1996

Budget \$4m

35 FTE

## Salary & Benefits

\$66,668 - \$100,000

Medical, Dental, and Vision coverage, generous PTO, long/short term disability, 403b, \$1,000 wellbeing benefit, work flexibility, \$5,000 pay bump if Managing.



## TeamChild Yakima County Attorney Job Description

### 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.

### THE ROLE

TeamChild is seeking a full-time or part-time staff attorney or managing attorney in our Yakima County office. 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. Primary job 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. The staff attorney is also responsible for 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 community to ensure high quality services, to create a cohesive work environment including linkages to other offices, and to build strong community partnerships that advance local and statewide goals.

There is flexibility in this position for remote work from another location in Washington State or hybrid remote/work from our Yakima Office. There is also flexibility for full or part time work. This position involves travel to meet with clients and community.

The Yakima office is currently hiring for one attorney position—either a managing attorney or staff attorney. Please indicate if you are interested in being considered for both positions and whether you prefer remote or local work and full or part time work. **The description that follows is for the Staff Attorney role.** We are happy to provide a Managing Attorney job description upon request or during the interview process. **If you are hired as a Staff Attorney and are located in or relocate to Yakima, there is an opportunity to be promoted to Managing Attorney after two years.**

## ESSENTIAL JOB RESPONSIBILITIES

- Represent a full caseload of clients in a variety of civil legal needs;
- Work effectively with youth and young adult clients ages 12 to 24 who were impacted by incarceration at a juvenile rehabilitation (prison) facility;
- Present cases competently in superior court, administrative hearings, juvenile court, and possibly federal court and appellate court;
- Comply with RPCs in providing high quality legal advice and representation;
- Develop 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;
- Maintain time on cases;
- Maintain coherent and clear case files;
- Work with team on case planning;
- Work effectively with legal assistant on cases, intakes, and other projects;
- Close cases in a timely manner;
- Conduct intakes as needed to screen new referrals;
- Review other TeamChild attorney work and provide peer feedback;
- Co-counsel cases with other TeamChild staff;
- Conduct outreach to develop relationships and explore the legal needs of impacted community;
- Provide substantive training on a variety of legal areas to youth, families, professionals, community members, and other lawyers;
- Provide professional consultation with other attorneys or non attorneys who seek advice and support in the areas of youth law;
- Work on individual and collective policy advocacy areas as they are developed - local, county, and statewide (sometimes federal);
- Help to develop the Yakima team budget;
- Thoroughly review applicable funding contracts in order to work with team to understand deliverables and ensure compliance;
- Participate in internal work groups at TeamChild regarding hiring, policies, retreats, and other internal functions and collective agency work.

## IDEAL SKILLS AND QUALIFICATIONS

We are seeking candidates who are committed to undoing institutional racism and other forms of oppression and are passionate about supporting young people. Candidates should work well both independently and as a team member, enjoy creative problem solving, and value the creation of relationships across disciplines.

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 the county to meet client and agency needs (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 young people, 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 or a community of similar size and demographic make-up preferred.
- Personal connection with our client communities preferred, including lived experience with juvenile court, criminal court, foster care, homelessness and special education.

## 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 young people, 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.

## COMPENSATION AND BENEFITS

Salary is based on the TeamChild attorney salary scale and the candidate's years of relevant experience. The salary range is for a full time commitment is \$66,668 to \$100,000. For example, an attorney credited with zero years of legal experience will start at \$66,668. An attorney with seven years of experience will start as a Managing Attorney, supervising one employee, at \$88,334. Please note that the Managing Attorney role includes an additional \$5,000 added to the base salary for direct supervision of up to three employees.

Attorneys whose legal experience would place them below \$75,000 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.

## TO APPLY

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Position open until filled. Before submitting your application, please check TeamChild’s website to make sure that this position is still open.

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