



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.

ABOUT TEAMCHILD

TeamChild is a nationally recognized nonprofit legal aid organization serving youth across Washington State, with office locations in Seattle, Tacoma, Yakima and Spokane. TeamChild's mission is to uphold the rights of youth involved, or at risk of involvement, in the juvenile legal system to help them secure the education, healthcare, housing and other support they need to achieve positive outcomes in their lives. We have three mutually reinforcing program strategies: legal services, policy advocacy, and training and community education. Core to all 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 prisons. Our clients are youth and young adults who are entangled in juvenile court and the child welfare system and need civil legal advocacy to prevent homelessness, access education and employment, and get their basic health and other needs met. In our work, we also aim to move systems away from exclusion, punishment, arrest, and incarceration towards more effective and community-based strategies that address root causes and provide culturally meaningful and developmentally appropriate support and opportunities for young people.

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 advocacy. This responsibility provides the foundation for empowering the children and families that we serve so their needs are justly represented, and their desires amply fulfilled.

615 South 9th Street #102
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P (253) 274-9929
teamchild.org

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-racist principles to undo and end all intersecting forms of oppression.

Salary & Benefits

\$78,573 to \$100,000

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

OVERVIEW OF THE ROLE

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 attorneys 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 partnerships that advance local and statewide goals.



We are seeking candidates who are committed to undoing institutional racism and other forms of oppression, as well as passionate about supporting young people. We seek candidates who are willing to go beyond the traditional attorney role 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 from diverse backgrounds, enjoy creative problem solving, and value the creation of relationships across disciplines.

The position is based in our Pierce County office. There is some flexibility in this position for hybrid remote work while balancing serving our clients' needs.

PRIMARY RESPONSIBILITIES

- Supervises and supports local office staff, which includes:
 - Facilitating and directly supporting the onboarding of new legal staff, volunteers, and interns
 - Ensuring case management support and oversight of staff, volunteers, and interns
 - Supporting training, professional/leadership development, and staff recognition for local office staff
 - Co-counseling cases with Staff Attorneys
 - 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 the team's collaborative development and implementation of outreach, training, and community engagement for local office
 - Communicating and advocating for staff needs, concerns, and suggestions to the Executive Team
 - Approving timesheets, vacation request and expenses
 - Encouraging and modeling self-care and work-life balance

- Maintains continuous communication with Executive Team about the needs of the Pierce County team, including:
 - Administrative needs, such as office space location, lease arrangements, supplies, and technology
 - Human resources, including staffing needs, supervision and support needs of staff
 - Local program needs, such as resources for program/project implementation or other identified needs of the community and clients
 - Communications needs, such as press inquiries, public announcements, and social media
 - Budgeting, including coordination with Pierce team and Executive Team to develop and implement a budget for the Pierce County program
 - Ensuring the local team is informed and included in these processes
- Models, centers and upholds TeamChild's shared values.
- Adheres to TeamChild's anti-racism principles.
- Participates in hiring, termination, promotion, and special 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, Communications, Development (fundraising), and local program teams to manage local contracts, grants, and funding applications (private and public). Collaborates to ensure contract expectations align with our work and that staff and activities are completed and documented to meet contract deliverables and deadlines.
- Maintains an appropriate client case load dependent on the number/size of local office staff and their supervision needs.
- Develops content expertise in substantive areas of law that we regularly practice, including education law, access to services and public benefits, family law, civil rights, post-conviction, and collaboration with defense counsel.
- Participates in internal work groups at TeamChild regarding hiring, policies, retreats, and other internal functions and collective agency work.

“I love working at TeamChild because my coworkers are committed to actively dismantling the systems that cause harm to young people”

- Marcos Martinez, Executive Director



SKILLS & 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;
- 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;
- Strong initiative, creativity, and problem-solving abilities and thrives in a work environment that nurtures growth, exploration and innovation;
- Willingness to develop relationship with communities, county/community service providers, funders, government entities, and other legal services;
- Committed to innovative leadership and collaborative team decision making;
- 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;
- Strong organizational, technology (case management systems, Microsoft Suite), and project management skills.

Preferred Qualifications

- Legal advocacy skills, including administrative hearing and civil litigation experience, negotiation, clear and persuasive writing, and oral presentation preferred.
- Experience providing high quality training, supervision, and mentoring of students, volunteers, program staff, and attorneys strongly preferred;
- Experience living or working in Pierce County 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.

“I love being part of an organization that has a real impact on the lives of youth and is committed to anti-racism.”

- Reyna Rollolazo – Director of Community Engagement and Anti-Racism

Work Environment

TeamChild has offices in Seattle, Pierce, Spokane, and Yakima that are generally open on weekdays between the hours of 9 a.m. and 5 p.m. The physical demands and work environment described below represent those required and encountered by an employee to perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Able to input information into a computer for long periods of time.
- Able to remain stationary for extended periods.
- Able to assess information communicated through a computer.
- Able to work some evenings, weekends, holidays, and extended hours in occasional emergent circumstances.
- Able to travel locally as needed.

This job description provides a general but not comprehensive list of the essential responsibilities and qualifications required. It does not represent a contract of employment. TeamChild reserves the right to change the description and/or posting at any time without advance notice.

HOW TO APPLY

Interested applicants should email a letter of interest and resume to jobs@teamchild.org using the following file naming convention: “[Last Name] - Letter” and “[Last Name] - Resume”. Please write “Pierce County Managing Attorney - [Last Name]” in the subject line. No phone calls or email inquiries please. Position open until filled. Priority review of applications received by January 12, 2024.

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