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Northwest Workers' Justice Project Seeks a Bilingual Staff Attorney

The Northwest Workers' Justice Project protects workplace dignity by supporting the efforts of low-wage, immigrant and contingent workers to improve wages and working conditions and to eliminate imbalances in power that lead to inequity. We offer high-quality, direct legal assistance to workers and their organizations; support organizing efforts; educate workers, their leaders and the public about workplace rights; advocate for better employment laws; and promote greater access to low-cost employment legal assistance. For more information about NWJP, visit www.nwjp.org.

Our office is in Portland, Oregon. We are currently transitioning back to working in the office, and would prefer that the successful candidate spend at least one day a week in the office. This is listed as a full-time, 40-hour a week position, but FTE is also negotiable.

Position description:

NWJP seeks a bilingual Staff Attorney to provide employment-related legal assistance to low-wage, contingent and immigrant workers as a way of dismantling structural racism and inequities. The central focus of the position is client representation in the areas of wage-and-hour violations, workplace discrimination, workplace health and safety, and employer retaliation in Oregon. There will also be opportunities to engage in policy advocacy, outreach and education, and to support worker organizing. We are looking for an attorney committed to strategically using their legal training to build power for working people.

The position requires the ability to work well with colleagues and a variety of external partners including unions, civil and immigrants' rights organizations, and community and advocacy groups.

Because NWJP neither seeks nor accepts funds from federal or state government in order to maintain independence, the attorney must be willing to engage in some development and fundraising activity.

Required qualifications:

- Ability to establish trusting relationships with low-income clients and cultural competence to address the legal needs of immigrant workers;
- Excellent communication, writing, and research skills;
- Ability to work independently and as a team player;
- Ability to think creatively, and willingness to implement unconventional legal strategies;
- Experience working with diverse communities;
- Strong organizational skills;
- Demonstrated commitment to social justice, as well as a desire to disrupt existing systems of oppression; and
- Oregon bar accreditation, or ability and willingness to obtain admission in Oregon as soon as possible.

Preferred qualifications:

- Proficiency in spoken and written languages commonly used by low-wage and immigrant workers in Oregon. While the majority of our clients speak Spanish and Central/South American/Mexican indigenous languages, we welcome candidates who speak other languages or come from other potential client communities.
- Demonstrated litigation skills.
- Experience in employment law.
- Demonstrated commitment to workers' rights.

How to apply:

Review of applications and interviews will begin immediately and continue until position is filled. Applicants are encouraged to apply as soon as possible.

Please send a cover letter, resume, writing sample and a list of three references to Corinna Spencer-Scheurich, Director, at jobs@nwjp.org. Please include the posting you are applying for in the subject line.

NWJP strives to be an affirming, positive, diverse work environment and is an equal opportunity employer. We strongly encourage applicants who will contribute to our diversity and/or who come from our client communities to apply.

Salary:

Flexible FTE with .8 FTE or more preferred. Salary is commensurate with salary paid by Oregon legal services programs, which depends on experience. As an example, a successful, bilingual candidate with 0-5 years of experience working full time would expect to make \$64,850 to \$72,350 a year, but applicants with more experience are encouraged to apply and would be paid according to experience.

NWJP offers a medical, vision and dental plan that is covered 100% for employees and offers a small contribution to child coverage. After 2 years of employment, NWJP has a bonus plan currently amounting to 4% of all payroll and distributed to staff based on FTE; employees are encouraged to contribute bonuses to an IRA retirement plan. NWJP has a flexible work schedule, although this position will be asked to participate in meetings during regular office hours. NWJP provides paid vacation, sick days and holidays.