



## **Cannabis Worker Resilience Partnership Bilingual Attorney Job Opening**

Northwest Workers' Justice Project seeks an attorney for an innovative partnership to support cannabis industry workers in Oregon.

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. NWJP has seven attorneys and seven paralegals/support staff that work collaboratively together and with our clients to build power as a way of dismantling structural racism and inequities. 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](http://www.nwjp.org).

**The Cannabis Worker Resilience Partnership** is a holistic, multi-agency collaboration to support workers in the cannabis industry facing wage theft, labor trafficking, dangerous work conditions, and retaliation. The Partnership includes community-based organizations providing humanitarian assistance; legal services programs engaging in outreach, community education, and legal representation; and mental health organizations providing support and referrals. The positions are grant funded through the end of 2025, but NWJP has dedicated some additional funding to continue this position past that date and additional funding will be sought.

### **Position Description:**

This is a unique and exciting opportunity to work with partners to provide innovative legal assistance to immigrant workers in the cannabis industry. Together with the low-wage, contingent and immigrant workers we represent, we will work to dismantle structural racism and inequities and help eradicate extremely exploitative working conditions. The central activities of the positions are litigation, client counseling and representation, outreach and education, support of worker-led advocacy, public education, and collaboration with legal and community partners. While primarily focused on workers' rights litigation, the attorneys will support some workers with immigration legal needs, including screening for possible referrals and pursuing affirmative

relief based on workplace abuses. We are looking for attorneys committed to strategically using their legal training to create long-term change 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, law enforcement agencies and community and advocacy groups.

**Required qualifications:**

- Ability to take direction and guidance from low-income clients and their self-identified priorities;
- Ability working with diverse communities and cultural competence to address the legal needs of immigrant workers;
- Commitment to developing litigation and other advocacy skills;
- A high degree of initiative and ability to manage a litigation caseload;
- Excellent communication, writing, organizational and research skills;
- Ability to work independently and as a team player;
- Ability to think creatively and a willingness to implement unconventional legal strategies to blaze new legal trails;
- Demonstrated commitment to social justice, as well as a desire to disrupt existing systems of oppression;
- Willingness to work irregular hours on occasion to meet the needs of clients;
- Proficiency in spoken and written Spanish; and
- Oregon bar accreditation, or ability and willingness to obtain it as soon as possible.

**Preferred qualifications:**

- Demonstrated litigation skills.
- Experience in employment or immigration law.
- Demonstrated commitment to workers' rights.

**How to apply:**

Review of applications and interviews will begin immediately and continue until the positions are 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](mailto: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 \$70,150 to \$77,650 a year, but applicants with more experience are encouraged to apply and would be paid according to experience. This position is represented by ILWU Local 5, which is in the process of bargaining a first contract.

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 6% 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 may be asked to help maintain regular office hours or work irregular hours to meet the needs of clients. NWJP provides paid vacation, sick days and holidays.