



To apply and be considered for this role, please use this link:

<https://careers.mlglobal.com/us/en/job/217411/Staff-or-Senior-Attorney>

Position: Staff or Senior Attorney for the Youth in Out-of-Home Care Project

Department: Legal

Office Location: The ideal candidate is located in any of the following states or major metropolitan areas where Lambda Legal has an office: New York, NY (Headquarters); Atlanta, GA (Southern); Dallas, TX (South Central); Chicago, IL (Midwest); Los Angeles, CA (Western); or Washington, D.C.

Work Type Designation: Hybrid

- In office presence will be expected when there is a need, for example:
 - For litigation preparation, including such tasks as depositions, document preparation, trial strategy meetings with staff, and moots for argument preparation.
 - For legislative and administrative lawyering, including such tasks as developing and practicing testimony, meeting with movement colleagues, partner organizations and co-counsel, and preparation for meetings with government officials and staff.
 - For onboarding and further training with team members.

Reports to: Senior Counsel

Union Status: L5 or L7

Annual Salary Range:

- L5 = \$75,494 - \$139,258
- L7 = \$98,154 - \$153,184

Travel: Up to 40%

This role requires periodic travel for such things as court appearances; meetings with clients, experts, or other trial witnesses; legislative and executive branch meetings to advance lobbying efforts; coalition and other community gatherings; public education events and engaging in other in-person advocacy and educational activities like conferences and staff retreats.

FLSA Status: Exempt/Full-time

Supervisory Responsibilities: None

Who We Are



Lambda Legal is a national advocacy organization committed to achieving full recognition of the civil rights for the LGBTQ+ community and everyone living with HIV through impact litigation, education, and public policy work. Since 1973, Lambda Legal has used impact litigation and other advocacy tools to decriminalize same-sex relationships; challenge discrimination against LGBTQ+ people and people living with HIV in the workplace, in the home, in schools, in health care, and in the military; and protect LGBTQ+ families, including by winning and defending marriage equality. Our clients are not charged for legal representation or advocacy and Lambda Legal receives no government funding. Headquartered in New York City, Lambda Legal also has regional offices in Los Angeles, Chicago, Atlanta, Dallas, and Washington, DC.

We believe that serving the full breadth of the LGBTQ+ and HIV communities requires cultural competency and enthusiasm for diversity of all kinds. To be successful, we must approach our work with an understanding that discrimination based on sexual orientation, gender identity, or HIV status is not the only obstacle to achieving full formal and lived equality for LGBTQ+ people and everyone living with HIV; rather, we recognize the intersectional nature of discrimination, specifically including biases based on race, religion, national origin, gender, disability, education, and class. Considering this reality, we prioritize a proactive commitment to counteracting these biases and their compounding effects in the work we do, but also in how we work together as an organization.

Youth In Out-of-Home Care Attorney

The Youth in Out-of-Home Care Attorney will work full-time on the Youth in Out-of-Home Care Project.

What you'll do:

- Advocate on behalf of LGBTQ+ children and youth in foster care, juvenile justice, and immigration systems, and youth experiencing homelessness.
- Work on joint efforts with youth development experts and youth-serving agencies and courts; education, including developing and providing training to advocates for children, judges, among other audiences, and media work to raise the visibility of and increase support for system-involved LGBTQ+ youth; and, as possibilities arise, litigation.
- Innovative, creative, and strategic thinking to bring about important law, policy, and practice reforms.
- Analyze legislative and administrative policy proposals concerning the rights of LGBTQ+ system-involved youth; prepare testimony and comments on proposed legislation, regulations, and other public policy proposals; develop model legislation, regulations,



and administrative guidance; advocate with government agencies and officials; and advise policymakers in diverse settings.

- Cultivate and strengthen advocacy and community partnerships, including with organizations led by and serving BIPOC and Trans communities and individuals with lived experience in systems, to federal and state advocacy for youth in out-of-home care, including by representing Lambda Legal at coalition meetings and convenings.

Who you are:

Qualified candidates must have a J.D. degree (or equivalent) from an ABA-accredited law school and be admitted to the practice of law. Additionally, at the time of hiring, the successful candidate must be licensed to practice law in the required region, able to waive into the bar in a state in the required region, or willing to take the next available bar exam.

With the understanding that no one person will offer every desired skill and characteristic outlined below, compelling candidates will offer much of the following:

- Minimum competencies and qualifications:
 - Minimum of three years of litigation and/or policy advocacy experience to be considered for the Staff Attorney title or a minimum of six years of experience to be considered for the Senior Attorney title.
 - Possess a high level of independence and initiative, excellent speaking and writing abilities.
 - Ability to produce the highest caliber legal work, creativity, and a willingness to work with others toward the most effective strategies and initiatives to advance civil rights.
 - In addition, the successful candidate will have the ability to talk about legal and other complex issues in clear, persuasive terms for non-lawyer audiences.
- Preferred competencies and qualifications:
 - Experience working with or advocating for youth in foster care, juvenile justice, or immigration systems or youth experiencing homelessness, or other government or social services for youth or other related experience is helpful but not required.

Successful candidates will welcome the opportunity to work in a racially- and gender-diverse environment and to contribute to a positive and inclusive atmosphere. Working at Lambda Legal requires a demonstrated awareness of and commitment to the concerns of the breadth of the communities that Lambda Legal serves. Prior work on behalf of the LGBTQ+ community and/or



people living with HIV is highly desirable. Experience working with other historically marginalized communities (in a professional or volunteer capacity) is also desirable.

All employees at Lambda Legal are expected to adhere to ethical conduct in all interactions and tasks, ensuring a positive and respectful workplace environment.

Why Work at Lambda Legal?

You get to do meaningful, life-changing work at a national level for LGBTQ+ people and everyone living with HIV. Lambda Legal also proudly offers competitive benefits for our team. We understand that our staff's dedication and effort are instrumental in achieving our mission. A highlight of the benefits we offer include:

- Medical benefits that begin on your start date
- Dental, Vision, and Life insurance (effective 30 days from your start date)
- Short & Long-Term Disability plans (effective 30 days from your start date)
- 403(b) Retirement Plan (employer contribution and matching program begins after 90 days of employment)
- Paid Time Off:
 - Paid Vacation (15 Days)
 - Sick Leave (12 Days)
 - Personal Leave (3 Days)
 - Religious Observance Leave (3 Days)
 - Bereavement and Bereavement Anniversary Leave
 - Floating Holiday (1 Day)
- 12 paid holidays and 5 early office closures
- Flexible Spending Account (FSA/DC FSA) and Commuter Benefits
- Health Reimbursement Account
- Annual professional development fund
- \$50 monthly mobile phone reimbursement
- Summer Fridays from Memorial Day to Labor Day
- Premium subscription to the Calm App
- Paid sabbatical after 7 years of service at Lambda Legal (4 weeks for non-exempt positions and 8 weeks for exempt positions)

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