



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

<https://careers.mlaglobal.com/us/en/job/210210/Senior-Attorney-and-or-Counsel>

Position: Senior Attorney or Counsel

Department: Legal

Office Location: The ideal candidate is located in Dallas, TX

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.
- Work from Office and Hybrid employees must be able to commute to the Regional Office as their schedule demands

Reports to: Senior Counsel

Union Status: L7 or L8. This is a union position

Annual Salary Range:

- L7 = \$101,342 - \$136,334
- L8 = \$121,813 - \$149,967

Travel: Up to 30%

- 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.

Senior Attorney or Counsel

Senior Attorneys and Counsel at Lambda Legal engage in cutting-edge impact litigation, public policy advocacy, and education furthering Lambda Legal's mission. The Senior Attorney or Counsel will work independently and collaboratively to help serve Lambda Legal's South Central Regional Office and to further the mission of Lambda Legal nationwide.

What you'll do:

This Lambda Legal attorney position is responsible for four major areas of work:

- ***Impact Litigation***
 - Devise legal theories and litigation strategies
 - Identify and cultivate litigation opportunities, whether from our Legal Help Desk, referrals from private attorneys, media accounts, in response to government action, or other sources
 - Conduct litigation in trial and appellate courts with a high degree of independence
 - Provide amicus curiae support through brief writing and coordination
 - Consult with private lawyers who are handling matters related to Lambda Legal's areas of expertise



- Prepare deposition and trial materials in office when needed with Legal team members
- **Public Policy**
 - Conceptualize and draft legislative and administrative proposals affecting the LGBTQ+ community and people living with HIV
 - Track and analyze relevant proposals by others, often under significant time pressure
 - Provide testimony, administrative and regulatory comments, and letters of support or opposition concerning policy proposals
 - Work with stakeholders at the local, state, and national levels—including elected and appointed officials, community leaders, and partner organizations—to support or oppose policy proposals
- **Education, Engagement, and Outreach**
 - Cultivate relationships with key coalition partners and allied organizations
 - Pursue opportunities to share Lambda Legal’s organizational expertise, including by speaking at legal conferences, participating in continuing legal education programs, giving interviews to print, radio, television, and web reporters, and engaging in other public speaking
- **Cross-Departmental Collaboration**
 - Work collaboratively with colleagues in Lambda Legal’s Communications and Development Departments to advance knowledge about and gain support for Lambda Legal’s efforts to secure full legal and lived equality for LGBTQ+ people and everyone living with HIV

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 Texas, able to waive into the Texas bar, 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 also will offer much of the following:

- Minimum of six years of experience practicing law to be considered for the Senior Attorney title or a minimum of nine years of experience practicing law to be considered for the Counsel title.
- Strong written and oral advocacy skills, including the ability to address legal and other complex issues in clear, persuasive terms for a wide variety of audiences



- Creativity, tenacity, and leadership capacity to develop and execute strategies that advance Lambda Legal's mission
- Cultural competency and a commitment to addressing the mutually reinforcing forms of discrimination that exist in our society, including discrimination based on race, sex, national origin, immigration status, disability, education and class; successful candidates will demonstrate their appreciation of why we prioritize stopping these forms of discrimination within our work to end discrimination based on sexual orientation, gender identity, or HIV status
- Ability to skillfully and empathetically interact with and counsel clients from the broad range of communities that Lambda Legal serves, including communities of color, immigrant communities, and lower-income communities
- Ability to operate with a high level of independence and initiative, to work well with others, to meet deadlines, and to manage stressful situations with equanimity
- Prior work on behalf of LGBTQ+ people and/or people living with HIV and/or experience working with other historically marginalized communities
- Trial experience-
- Teaching or training experience-
- Leadership or supervisory experience of other legal professionals-
- Spanish language proficiency

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
- \$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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