



Senior Attorney- Stay Housed LA Program

NLSLA provides free assistance to more than 160,000 individuals and families a year through innovative projects that expand access to justice and address the most critical needs of people living in poverty throughout Los Angeles. We are a community of people who see the law as a powerful tool to fight for individual rights and social change. Our work aims to unravel entrenched disparities that have resulted from longstanding injustice, systemic racism, and institutionalized inequality.

As such, we know that a diverse mix of minds, backgrounds and experiences enhance our vision. This value is embodied within the diversity of our community offerings and among the colleagues that help enliven our culture. Cultivating an inclusive work environment that values a range of talent and ideas is a top priority for us. We enthusiastically encourage candidates of all backgrounds and abilities to apply.

ABOUT THIS POSITION:

NLSLA is currently seeking a licensed attorney to join our eviction defense team, which is tasked with addressing the housing crisis in Los Angeles through the implementation of a county-wide right to counsel program. The attorney will defend tenants against eviction in cases filed in the Stanley Mosk, Chatsworth, Van Nuys, Pasadena, Antelope Valley and West Covina courthouses. The attorney will work directly with clients and engage in all stages of litigation, including pleadings, discovery, motions, hearings, settlement, administrative hearings, and trial.

The Senior Attorney is an experienced attorney who will manage a full caseload, including the more challenging cases, and will serve as a team and community resource on eviction defense work. The Senior Attorney also mentors and assists in the development of newer or less experienced attorneys by reviewing work product, co-counseling on cases, co-facilitating community presentations, checking in regularly, and developing templates and resources. The Senior Attorney participates in the ongoing development and refinement of NLSLA's advocacy and delivery of services, which may involve attending trainings and leadership meetings and being staffed on program committees. In short, the Senior Attorney is an effective leader in the program and in the broader community.

In this role, you would report to the Supervising Attorney and a career path may result in future opportunities as Associate Supervising Attorney or Supervising Attorney. This position is exempt.

THIS POSITION MAY BE RIGHT FOR YOU IF:

- **YOU THRIVE IN A FAST-PACED ENVIRONMENT** and excel at moving through tasks and problem solving independently.

- YOU KNOW THAT INTEGRITY MATTERS and exhibit a strong adherence to ethical standards including, but not limited to, the ability to maintain confidentiality and fiduciary responsibility.
- YOU HAVE STRONG INSTINCTS and can seamlessly self-direct your workload with minimal supervision.
- YOU ARE A GIFTED COLLABORATOR and enjoy working in a high-volume team environment.
- YOU ARE A GOOD COMMUNICATOR that knows when to ask for help, how to contribute to the team, and how to receive feedback and apply it to your work performance.

WHAT YOU CAN EXPECT TO DO IN THIS ROLE:

- Provide counsel and advice on a variety of housing matters and represent tenants in administrative hearings with local housing authorities and through trial in unlawful detainer proceedings.
- Manage a varied caseload, including more complex cases.
- Operate weekly “know your rights” clinics for tenants.
- Prepare educational materials.
- Collaborate with pro bono partners.
- Work with student volunteers and pro bono volunteers.
- Provide training and mentorship to newer and less experienced attorneys
- Review and provide substantive feedback on case strategies and work products developed by attorneys, volunteers, paralegals, and law clerks in the practice area.
- Stay apprised of legal and social developments that impact the practice’s work, including judicial decisions, case successes and/or failures, new or pending legislation, and/or administrative rules.
- Represent the unit and the program in community and organizational meetings, working groups, and LSC-compliant advisory boards.
- Participate (where appropriate) in LSC-compliant administrative, policy, and legislative advocacy.
- Co-counsel cases with less experienced advocates in their unit.
- Co-facilitate community presentations with less experienced advocates in their unit, where appropriate.
- Participate in, and at times lead, short- and long-term planning for projects, the eviction defense practice area, and the program at large.
- Assist with and at times lead case reviews, meetings, and work groups

HOW YOU CAN STAND OUT:

For this role, the ideal candidate has

- Bilingual proficiency in Spanish.
- Worked in a legal aid law firm.

WHAT YOU’LL NEED ON DAY ONE:

- A JD from an accredited law school and active California State Bar license.

- Active practice of law for a minimum of six (6) years.
- Excellent writing, speaking and organizational skills.
- Ability to work collaboratively and effectively in a fast-paced environment.
- Working knowledge of Microsoft Outlook, Word and Excel, business communication platforms, and web-based case management platforms.
- Passion about public service work.
- Passion for NLSLA mission and demonstrated commitment to advocating for the legal rights of low-income individuals.
- Passion, empathy, and compassion for supporting people from different lived experiences.

WHAT WE OFFER:

The salary range for this position is \$92,000-\$100,000.

Benefits include:

- 35-hour workweek with a hybrid schedule.
- 15 paid holidays per year
- 2 to 5 weeks of vacation per year depending on seniority.
- 12 days of sick leave per year.
- Medical, dental, and vision insurance; life and AD&D insurance; FSA; and EAP.
- A 403(b)-retirement plan with employer contributions.
- Monthly bilingual supplement.
- Lawyer student loan reimbursement assistance program.

Please [click here to apply](#). Please provide a cover letter, resume, and writing sample on the application.

Equal Employment Opportunity Policy

NLSLA is committed to provide a work environment that respects the dignity and worth of each individual and is free from all forms of employment discrimination based on each and every characteristic protected under the law and beyond.

Decisions related to hiring, compensating, training, evaluating performance, promoting, or terminating are made fairly, and are based on job-related qualities and abilities. We provide equal employment opportunities to all qualified candidates and employees. We examine our unconscious biases and take responsibility for always striving to create an inclusive environment that makes every employee and candidate feel welcome.

We further expect every member of the NLSLA community to do their part to cultivate and maintain an environment where everyone has the opportunity to feel included, and is afforded the respect and dignity they deserve.

NLSLA Commitment to Diversity, Equity, Inclusion

NLSLA believes that racial healing and addressing inequities related to disability, religion, sexual orientation, class structures, gender, and race, are fundamental to expanding access to health, opportunity, and justice across diverse communities.

We are committed to fostering a culture of inclusion and belonging within our organization and the communities we serve. We achieve this through:

- **Continuous Learning:** Cultivating cultural competency and humility among staff through ongoing training, open dialogue, and self-reflection.
- **Equitable Practices:** Regularly reviewing and revising policies, procedures, and decision-making processes to ensure fairness and access for all.
- **Strategic Resource Allocation:** Directing resources towards initiatives that empower diverse communities and dismantle systemic barriers.
- **Meaningful Community Engagement:** Partnering with the communities we serve to co-create solutions and foster trust.
- **A Respectful Workplace:** Providing a work environment free from discrimination and where every individual is valued, heard, and respected for their unique contributions.