



Paralegal- Lawyers Preventing and Ending Homelessness Project (PEHP)

Change Lives and Transform Communities – Join Our PEHP Team!

Neighborhood Legal Services of Los Angeles County (NLSLA) provides free assistance to over 175,000 individuals and families each year through innovative projects that expand access to justice. We see the law as a powerful tool for social change, and we're looking for passionate individuals to help us fight for justice.

We value diverse perspectives and experiences, and we believe that a strong community is built through inclusivity. NLSLA is proud to foster an environment that welcomes individuals from all backgrounds and abilities, and we encourage all qualified candidates to apply.

About the Role

The PEHP Paralegal will be part of a team of passionate advocates focused on providing critical legal services to community members experiencing housing instability. Through PEHP, NLSLA serves some of our most vulnerable community members through a collaboration with providers across Los Angeles County. The PEHP Paralegal is committed to assisting community members with legal issues under appropriate attorney supervision, with an emphasis on unlawful detainer cases.

In this role, you will report to the Supervising Attorney. This position is non-exempt and temporary.

What You'll Do

- Work with partners to conduct intakes.
- Ensure administrative compliance, including maintaining client files and important documents.
- Provide information and legal assistance on cases, with an emphasis on unlawful detainer matters, in support of our community members with appropriate attorney supervision.

- Participate in outreach events and attend meetings with community partners to support increased community member access to legal services.
- Performs other duties as assigned reasonably related to the position and generally within the same level and classification as core responsibilities.
- This position is designated as hybrid. Employees are required to work on-site a minimum of two (2) days per week, with the remaining time eligible for remote work as business needs allow. Specific in-office days may be set by the department or manager to support team collaboration and organizational priorities. Any out-of-state work is prohibited unless prior approval is obtained from HR.
- Travel to NLSLA program offices, courthouses, and other locations throughout Los Angeles County may be required.

What You'll Need

- Qualified candidates must have one (1) of the following:
 1. Paralegal Certificate
 2. B.A. or B.S. degree with 1 year experience working in a law office or other legal setting under the supervision of a licensed attorney with a letter certifying the experience.
 3. High School degree with 3 years' experience working in a law office or other legal setting under the supervision of a licensed attorney with a letter certifying the experience. This experience and training would need to have been completed by December 31st, 2003.
- Strong attention to detail and organizational skills.
- Ability to effectively communicate verbally and in writing.
- Ability to work collaboratively and effectively in a fast-paced environment.
- Self-motivated with the ability to multi-task.
- Patience and sensitivity working with community members in crisis situations.
- Working knowledge of Microsoft Outlook, Word and Excel, business communication platforms, and web-based case management platforms.
- 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.

Bonus Points

- Experience working in a legal aid law firm.

- Background serving working in poverty law, with a demonstrated commitment to vulnerable communities.
- Significant experience in housing law (typically two or more years).
- Are bilingual in Spanish, due to the high number of Spanish-speaking residents in the community, or in any of the other Los Angeles threshold languages, which is highly valued in our community outreach efforts.

Why You'll Love Working with Us

At NLSLA, we believe in supporting our staff as they grow in their careers and live balanced lives. We offer:

- **Competitive Compensation:** \$31.32–\$35.71 per hour (equivalent to approximately \$57,000–\$65,000 annually based on a 35-hour work week), depending on experience.
- **Generous Time Off:** 18 paid holidays, 2 to 5 weeks of vacation depending on seniority, and 12 days of sick leave.
- **Comprehensive Benefits:**
 - o Medical, dental, and vision insurance with a variety of plan options.
 - o Basic Life and AD&D Insurance, Long-Term Disability Insurance.
 - o 403(b) retirement plan and options for voluntary contributions.
 - o Monthly bilingual supplement for qualified employees. Note: Qualified employees with bilingual proficiency are expected to provide in-language assistance when feasible to support language access and in furtherance of NLSLA's mission. This expectation applies whether or not the employee receives the bilingual supplement.
- **A Culture of Inclusion:** We are committed to fostering a respectful, inclusive work environment where everyone can thrive.
- **Perks:** Technology reimbursement to help you stay connected and equipped to do your best work.

Apply Today

Are you ready to make a lasting impact on the lives of vulnerable families in Los Angeles?

Apply now to join our team and be part of a mission-driven organization dedicated to justice and equity. [Click here to apply](#). Please provide a cover letter, resume, and writing sample on the application.

We are excited to hear from you!

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.

We will consider for employment all qualified applicants, including those with criminal histories, in a manner consistent with applicable state and local laws, including the City of Los Angeles' Fair Chance Initiative for Hiring Ordinance. Please note that, in limited circumstances, certain convictions may be considered incompatible with the responsibilities of specific roles, particularly where the safety and well-being of vulnerable client populations are a concern.

NLSLA's Commitments

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 communities.
- **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.