



**Leadership Counsel for Justice and Accountability,
a Project of the Tides Center**

Leadership Counsel for Justice and Accountability (LCJA) is a new organization created to fundamentally shift the dynamics that have created stark inequalities in California's low income, rural regions. Based in the agriculturally rich San Joaquin and East Coachella Valley's we work *alongside the most impacted communities to advocate for sound policy and eradicate injustice to secure equal access to opportunity regardless of wealth, race, income, and place.*

Our experience in rural regions of California has taught us that as long as the most vulnerable populations remain silent and silenced environmental degradation will continue, infrastructure will crumble, and the most basic of services and amenities will remain beyond the reach for those in need. And, state policies will continue to further disadvantage low income, rural communities through funding formulas and eligibility criteria that favor wealthier regions.

Through our team of community organizers, policy advocates and attorneys we ensure that historically disadvantaged communities share in the benefits of growth and investment. In particular we aim to impact land use and transportation planning, public investment priorities, environmental policy, and promote the provision of basic infrastructure and services

In partnership and collaboration with local and statewide advocates, **Leadership Counsel for Justice and Accountability** works to reverse trends that have reigned throughout our history and will systematically and comprehensively eliminate the inequality and deficiencies that plague this state.

We are seeking a full time Attorney to be based in Bakersfield. Please see attached job description. If you are interested in applying please submit a cover letter and resume to Veronica Garibay at vgaribay@leadershipcounsel.org. Position open until filled.



Job Title: Attorney

Reports to: Co-Directors

Job Status: Exempt

POSITION SUMMARY:

The Attorney will primarily be responsible for providing legal representation to clients from disadvantaged rural communities. In collaboration with LCJA Co-Directors and staff, the Attorney will identify, develop, and implement advocacy strategies related to land use, built environment, public financing, local government, access to basic infrastructure, transportation, and community development that is equitable across the region in an effort to improve conditions of rural communities in the San Joaquin Valley and throughout the state. This position will also engage in community education and organizing campaigns throughout the San Joaquin Valley to support the development of advocacy strategies.

The Attorney is an exempt position. Exempt employees are expected to work the appropriate and necessary time in order to complete key assignments and related tasks on schedule.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Act as primary legal representative to clients
 - Develop and enter into retainer agreements with clients
 - Represent clients in negotiations
 - Represent clients in litigation
 - Ensure clients maintain full understanding of substantive and procedural issues involved in representation
 - Communicate with clients as often as necessary but no less often than monthly
- Engage in policy advocacy
 - Identify targets for regulatory and legislative reform
 - In collaboration with co-directors, develop and implement a policy agenda
 - Develop and communicate comments to advance regulatory advocacy
 - Conduct legal analyses of local and statewide regulatory and legislative policies – current and pending
 - Attend legislative hearings, conferences and other meetings related to advocacy priorities as identified by LCJA
 - Collaborate with local, state, and national partners to further advocacy goals
 - Develop and maintain relationships with government officials and elected representatives to further the organization’s mission and policy objectives
- Develop and maintain positive and productive relationships with law firms, law schools and other potential legal resources

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- Supervise interns
- Engage in community education and organizing to further LCJA issues and priorities
 - Develop curriculum for education and organizing
 - Develop relationships with community residents and agency partners
 - Develop advocacy plan in collaboration with staff and community partners
 - Coordinate and attend relevant community events
- Author and co-author relevant reports and studies in collaboration with co-directors
- Represent LCJA in local, state, and national level conferences to further organizational mission and goals
- Administrative duties
 - Maintain time records of all activities as directed by co-directors
 - Maintain files in accordance with office policies
- Help implement a communications plan
- Contribute to Fundraising Efforts

OTHER DUTIES AND RESPONSIBILITIES:

- Other duties as identified by co-directors and advisory committee

EDUCATION AND EXPERIENCE:

- Graduation from an accredited school of law with J.D.
- Licensed to Practice Law In California
- Member in good standing of the California Bar Association
- 1-2 years of demonstrated experience working with and on behalf of low income regions of the State

KNOWLEDGE, SKILLS AND ABILITIES:

- Ability to work evening and weekend hours
- Ability to travel within the State of California including to within the San Joaquin Valley, East Coachella Valley, Sacramento and out of state 1-2 times each year
- Advanced computer skills including Microsoft Office Suite and Google Office Suite
- Demonstrated knowledge of social justice issues impacting low income rural communities
- Excellent verbal and writing skills
- Bilingual and bi-literate in English and Spanish
- Must be insurable under the organization's malpractice insurance
- Access to and able to use personal vehicle for work related travel
- Current drivers license and auto insurance coverage required
- Knowledge of local government processes, land use, and public finance policies and laws
- Comfortable with working with residents and organizations from diverse backgrounds

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ORGANIZATIONAL RELATIONSHIPS:

Clients, community partners, community based organizations, government officials, private attorneys, court system

PHYSICAL DEMANDS:

Ability to drive frequently to community meetings, hearings, conferences and other related activities, ability to conduct door-to-door outreach and conduct meetings, lifting materials and supplies such as chairs, easels, tables. Typically these will weigh 30 pounds or less. Must be able to key data into a computer and sit for long periods of time

WORK ENVIRONMENT

Position involves sitting at a desk and working on a computer for a majority of the work day. Shared office space with one other staff member. Frequent out-of-office meetings both in other offices, in community centers, in private homes and outside.

Leadership Counsel for Justice and Accountability, a project of Tides Center, is an “at-will” and equal opportunity employer. Applicants and employees shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, mental or physical disability, sexual orientation, gender (including pregnancy and gender expression) identity, color, marital status, veteran status, medical condition, or any other classification protected by federal, state, or local law or ordinance.

Reasonable accommodation will be made so that qualified disabled applicants may participate in the application process. Please advise in writing of special needs at the time of application.

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