



Staff Attorney

Youth, Rights & Justice, an innovative nonprofit based in Portland OR, is seeking a Staff Attorney. Due to the number of Special Immigration Juvenile Status clients YRJ sees, someone with Spanish language proficiency is highly preferred, although not required.

Founded in 1975, YRJ is widely recognized as a leader in juvenile law. We provide court-appointed representation of children, youth, and parents involved in the foster care and juvenile justice systems—in both the trial and appellate courts. We also represent individual children and youth in school-related enrollment, special education, and disciplinary matters. On a larger scale, we work to improve the systems impacting our clients through education, legislative and administrative advocacy, class action litigation, publications, and training other lawyers and community partners.

The clients we serve are racially and culturally diverse and from low-income families. Some are living with disabilities, and many are recovering from trauma. The children we serve are experiencing abuse and neglect. The parents we serve include those who are former foster youth and are struggling to keep their families together.

Youth, Rights & Justice offers a competitive benefits package, including 15 days of vacation annually (increases to 20 days after two years); eight hours paid self-care time each month; paid sick and holiday time; medical, dental and vision plans; matching 401K retirement benefits and more.

We encourage diverse applicants and are aware of research indicating that many women and BIPOC individuals hesitate to apply if they don't fully match all listed qualifications. We encourage you to consider this opportunity holistically and we commit to evaluating candidates for this opportunity holistically.

Status Classification: Regular full-time; exempt (salaried)

Office Hours: Monday through Friday, 8:30 am - 5:00 pm

Reports to: Supervising Attorneys

Salary Range: \$71,263-\$97,016 annually, depending on experience

Essential Functions:

1. Exercise good judgment and effectuate the best result for each client based on the wishes of the client, the facts of each case, and applicable law.
2. Work collaboratively in a multi-disciplinary team that includes other attorneys, legal assistants, social workers, investigators, law clerks and other YRJ staff.

3. Demonstrate commitment to continued professional development to strengthen capacity to work through an equity lens for equity and racial justice.
4. Be committed to YRJ's mission, vision, and values.
5. Engage in vigorous motion practice, thorough investigation and research. Produce accurate, well-researched memoranda for trial and motion practice.
6. Pursue ongoing education and training in the field and related topics by attending relevant Continuing Legal Education programs. Keep informed of current changes in juvenile law and related fields. Use resource materials appropriately.
7. Organize time to maximize effectiveness for clients and YRJ while carrying a caseload of 80 clients.
8. Accurately maintain client e-files, work calendar, etc.
9. Work professionally with child welfare and juvenile justice system partners.
10. Provide coverage for other attorneys' cases when requested.
11. Perform other duties as assigned.

Required Skills and Experience:

- Be in good standing with the Oregon State Bar and admitted to practice in Oregon
- Excellent legal writing skills
- Experience handling dependency, delinquency, or criminal cases
- Legal experience representing clients in disputes
- Ability to work collaboratively and independently and to build and strengthen community partnerships
- Valid driver's license and reliable transportation to and from court, home visits, client meetings, etc.

Preferred Experience & Skills:

- Felony Qualified with a minimum of 2-3 years of experience
- Education law or background
- Trained in trauma-informed and culturally competent advocacy
- Bilingual, Spanish preferred: a salary differential is provided to attorneys who are fluent in a language spoken and written by YRJ clients.
- Personal lived/living experience with child welfare or juvenile justice system, or of systemic inequity/oppression/or its root causes, or as a member of an underserved population.

Work Environment & Travel:

- YRJ has a hybrid office model, with the option to work remotely and in the office as needed.
- Work will often take place in community settings such as client homes, DHS offices, treatment centers, detention facilities, etc.

- This position may require traversing several blocks from a parking space to the courthouse, to the office, or to client visits and meetings. For some locations, there may also be stairs to navigate.
- Travel is sometimes necessary for this position.

To Apply

- Please submit a cover letter and resume to: ally.h@youthrightsjustice.org
- This position will remain open until filled.