Now Hiring
Legal Director

Reports to: Executive Director
Position Status: Exempt, Salaried; FTE (40 hours/week). Salary: $70,000-$85,000 FTE/year plus benefits.
Office in St. Paul, MN.

To apply: Submit resume and cover letter to hiring@genderjustice.us by January 4, 2019. We will consider applications on a rolling basis so please apply as soon as you are able. Include “Legal Director” in the subject line.

Organization:
Gender Justice is a 501c3 nonprofit legal and policy advocacy organization based in St. Paul, Minnesota devoted to addressing the causes and consequences of gender inequity. We seek remedies for discrimination based on sex, gender, or sexual orientation. We represent clients directly in state and federal court and before administrative agencies in impact and strategic litigation cases. In addition to pursuing justice through the legal system, we also advocate for policies that expand gender equity and educate the public about their rights and how to fight gender discrimination. This is an exciting time at Gender Justice as we expand our programs under a new strategic framework currently under development by the board and staff. We’re a small but mighty organization looking for the newest member of our ambitious, highly-effective, and growing team.

Position Summary:
The Legal Director is a member of Gender Justice’s senior leadership team and provides vision and direction for our litigation and legal advocacy program – and the organization overall in partnership with the Executive Director. The Legal Director manages the legal program and will develop and pursue a strategic vision that advances gender justice and civil rights in Minnesota through litigation, representation before administrative agencies, and direct legal advocacy. The Legal Director must have at least 10 years of legal experience, some of which should be in one or more of the following subject areas: constitutional law; civil rights; reproductive health, rights and justice; anti-discrimination law; gender-based violence; economic justice; LGBTQ rights.

Legal program management:

a. With Staff Attorneys and the Executive Director, develop potential cases and legal theories, with attention to advancing the rights of marginalized or underserved populations.

b. Monitor legal and ethical compliance issues related to Gender Justice’s litigation; oversee the docket; supervise and direct litigation; accountable for ensuring successful co-counsel
arrangements; advise the Executive Director on the strategy, direction, and status of cases.

c. Ensure the Board’s Legal Advisory Committee has sufficient information to make informed recommendations regarding case selection.

d. Assign cases; supervise staff attorneys and oversee supervision of legal interns/law clerks; work with attorneys to develop litigation strategies, including strategies that use the state constitution to expand rights beyond federal law.

e. Develop and maintain relationships with coalition partners, law firms, legal organizations, and others to advance issues of mutual concern.

f. Maintain expertise in specified subject areas, with attention to emerging issues in transgender rights, LGBTQ rights, and women’s rights and to the intersection of feminist, racial and social justice jurisprudence.

g. Establish and maintain relationships with national, local and regional women’s and civil rights organizations to expand and enhance the movement for gender equity; contact those and other organizations to request their participation as amici on Gender Justice cases; screen and assess requests for Gender Justice to join amicus briefs prepared by other organizations, work with organizations to draft and edit briefs and to ensure accurate representation of the Gender Justice's position.

Although the Legal Director will not be responsible for leading our policy advocacy program, they will participate in drafting and analyzing legislation and providing testimony in support or against policy proposals at the state, local, or federal levels. The Legal Director will also support public education and training by overseeing production of Know Your Rights materials, developing and presenting CLEs to attorney audiences, and other trainings and education opportunities as they arise.

The Legal Director will work closely with local social justice allies as well as with our colleagues in the Alliance, a consortium of four other state/regional law centers in Washington, Pennsylvania, California, and New Mexico. Through collaborative efforts with our Alliance colleagues and other national partners, the Legal Director will undertake projects with national impact.

Qualifications

- JD degree and admission to Minnesota State Bar (or the ability and willingness to become licensed in Minnesota.)
- Minimum of 10 years legal experience with varied litigation background, a history of creative and high impact advocacy, and demonstrated leadership in litigation.
- Subject area expertise relating to gender equity. Legal experience in reproductive rights or LGBTQ rights is desired.
- Willingness to take risk and initiative and to think creatively about potential novel legal theories and strategies to advance gender equity. We seek a strategic thinker who actively connects and places Gender Justice’s impact litigation program in the broader gender equity movement context.
- A track record of successful leadership through strong communication, collaboration, and relationship-building.
- Some experience in policy/legislative advocacy preferred.
- Commitment to our mission and values, which include racial, social, and economic justice.
- A high level of independence, good judgment, excellent speaking and writing abilities.
• Strong organizational, project- and time-management skills.
• An ability to talk about legal and other complex issues in clear, persuasive terms for non-lawyer audiences.
• Experience working effectively with/in communities of color, LGBTQ communities, and/or low-income people.
• Sense of humor and a commitment to a diverse, collaborative work environment.
• Some travel required.

$1,000 relocation stipend available for candidates currently living outside of Minnesota. Full-time employees are eligible for employer-subsidized health and dental insurance, generous paid time-off, and 3% employer-match to an IRA.

Gender Justice is an equal opportunity employer. We seek to build a staff reflective of our values of equity and inclusion with regard to race, culture, ethnicity, class, religion, physical ability, age, gender, gender identity, and sexual orientation. As an organization working in solidarity with the reproductive justice, economic justice, and racial justice movements, Gender Justice is committed to fostering the leadership of women, people of color, Native and indigenous people, LGBQ and trans people, immigrants, and others living in marginalized communities.

Please email info@genderjustice.us or call Megan Peterson, Executive Director, at 651-789-2090 with questions about this opportunity. We know it takes time to apply for a job and are happy to help you determine if this opportunity might be a good fit for you.