



JOB TITLE: **Staff Attorney (multiple hires)**

LOCATION: Houston, Texas

COMPENSATION: Commensurate with experience, expected range of \$70-90K

About Restoring Justice

Founded in 2016, Restoring Justice is a 501(c)(3) nonprofit organization in Houston, Texas that provides client-centered criminal defense legal representation to marginalized members of our community. We are a grassroots-built and community-based organization. Our goal is to elevate the quality of representation provided to the indigent. We take cases of those who are receiving inadequate legal services or are represented by overloaded counsel and offer them holistic representation free-of-charge.

We provide individualized, wraparound care to assist and lift up those oppressed by the criminal justice system. In addition to zealous legal representation, Restoring Justice's clients receive the services of a full-time social worker or client advocate, trauma-informed counseling, and support from a volunteer community member through our Adelphoi program. As an organization, we take community engagement seriously and routinely participate in educational endeavors and innovative collaborations that bolster the criminal justice reform movement.

Position Summary

Restoring Justice is hiring a small team of full-time Staff Attorneys to help drive our organization's services forward. Staff Attorneys are responsible for performing all duties associated with representing indigent individuals charged with state crimes, primarily felonies. Staff Attorneys handle all stages and aspects of a criminal case in district (trial-level) court, including pretrial litigation, plea negotiations, trial, and sentencing. Staff Attorneys are also expected to participate in Restoring Justice's community engagement efforts.

Staff Attorneys will report directly to the Chief Defender Attorney. Staff Attorneys will adhere to the Texas Indigent Defense Commission's caseload recommendations, with an average of 10 new cases per month. For further explanation of our work, see <https://www.texastribune.org/2019/08/19/unchecked-power-texas-judges-indigent-defense/>.

Staff Attorneys will receive in-house training, as well as training (at our expense) through state and national criminal defense programs, including trainings through the Texas Criminal Defense Lawyers Association, National Association for Public Defense, Gideon's Promise, and the National Legal Aid & Defender Association. These new hires are expected to quickly become leaders in establishing and executing a holistic and client-centered model for indigent defense representation.

4407 New Orleans St.
Houston, TX 77020
www.RestoringJustice.org



Requirements & Selection Criteria

Candidates must have a J.D. and be eligible to practice in Texas (*see* reciprocity rules: <https://ble.texas.gov/admission-without-examination>). Candidates must be passionate about the pursuit of justice with a deep commitment to the vigorous representation of indigent accused persons. This role also requires excellent courtroom advocacy and communication skills, strong research and writing abilities, and the ability to effectively work in teams. We do not discriminate based on race, color, religion, sex or national origin and are committed to an equitable workplace.

How to Apply

Interested candidates should submit a cover letter, resume, writing sample, and the names and contact information of three professional references in a single PDF attachment by email to the Executive Committee at info@restoringjustice.org. Review of applications will begin immediately and will continue **until the positions are filled**.