



Justice Catalyst Law
Sparking Collaborations for Justice

February 25, 2021

Legal Director

Starting Date: Accepting applications on a rolling basis

Do you want to spend your time generating innovative litigation for economic and social justice, working with social change organizations to fight illegal, unfair, and deceptive private conduct that hurts employees and consumers? Do you enjoy a collaborative atmosphere that encourages unconventional thinking and risk-taking? Would you like to work at an organization with the litigation chops of a boutique firm and the roving agenda of an attorney general? Do you have a strong commitment to collaborative, inclusive, and inventive management structures? If so, read on!

Justice Catalyst Law is looking for an experienced manager to lead, support, and coordinate our legal team as they find and develop major impact cases. The Legal Director will develop, implement, and facilitate systems that empower our highly independent team and maximize our efficiency in bringing cases from creative ideas to filed litigation. This role will be part of Justice Catalyst Law's small leadership team and reports directly to the Executive Director.

Our Organization

A nonprofit organization founded in 2018, Justice Catalyst Law develops cutting-edge, interdisciplinary impact cases and legal strategies that advance economic justice. We specialize in fighting corporate or private actor abuses by applying multiple areas of law to new contexts. We bring a diverse set of nonprofits, advocates, and law firms together to develop, investigate, and litigate bold cases with broad impact. Our mission is to expand the legal system's potential to provide meaningful accountability for the most powerful, and to bring justice and sustainable change to the communities that are most often left behind by our economic systems, with attention to racial and other longstanding inequities.

We seek to maximize our justice impact by generating and developing innovative case ideas and assembling the partners and teams to litigate them. Many of our cases involve novel application of antitrust or consumer law to counter private actors' exploitation of workers, consumers, and other vulnerable groups. For a sample of our cases, please visit <https://justicecatalyst.org/issues>

Justice Catalyst Law is a new, innovative organization with a growing list of accomplishments, and we are looking for someone who will explore, build, and grow with us. We are a small, but highly collaborative, team of 8 people with a start-up culture and room to grow. We value an experimental

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mindset and encourage unconventional thinking and risk-taking. We value employee relationships, growth, and well-being, and strive to create an equitable, inclusive organization where everyone is a leader and a supporter. We are hardworking and dedicated, and we hold each other accountable, but we also care about one another. We take our work seriously, but we also love to laugh and have fun together — and we all care deeply about making the world a better place.

Justice Catalyst Law works closely with Justice Catalyst, a nonprofit organization that supports innovative legal work and runs a fellowship program for new attorneys seeking employment in public interest fields at nonprofits, government agencies, and other offices.

Commitment to Diversity, Equity, and Inclusion

We believe that a variety of perspectives and backgrounds enriches and maximizes our work. We aim to assemble an applicant pool that is reflective of the world that we live in — one that is diverse in race, color, age, religion, ancestry, national origin, ethnicity, sex, gender, gender identity, sexual orientation, economic background, professional background, mental and physical abilities, and other traits that make us who we are.

We are also an organization made up of lawyers and non-lawyers, and we work with advocates, organizers, and clients from every walk of life. The right person for this role will be committed to listening to and learning from people with different life experiences and expertise.

JCL is an equal opportunity employer. All employment decisions are made without regard to any status protected by applicable federal, state, or local law. We strongly encourage anyone who is interested in this opportunity to apply.

The Role

In coordination with the Executive Director, the Legal Director makes high-level strategic and vision decisions. The Legal Director coordinates and supports our independent and largely self-directed legal team, and oversees the day-to-day operations, systems, and processes of our programmatic work. The Legal Director works with the leadership team to manage and optimize the organization's overall internal functioning and growth, which includes ensuring our team has the tools and resources they need to be happy, engaged, and successful in their roles. The Legal Director also oversees external partner management and helps build the organization's external network.

Manager: Executive Director

Manages: Senior Counsel, Counsel, Investigator

Location: Strong preference for NYC or Washington D.C. Other locations may be considered in exceptional circumstances. Due to the COVID-19 pandemic, our team has been working remotely since

March 2020, and we will likely be remote for most of 2021. The timing of our return to our offices will depend on the comfort of our team members and recommendations from public health officials.

Schedule: (full-time) 40-hours per week, generally Monday-Friday 9:30am – 6:00pm

Core Responsibilities

- Together with Executive Director, set organizational goals and priorities
- Plan and execute high-level strategy and coordinate organization to best advance new case and project generation, and participate in case development
- Leadership — coach and support a very strong, independent, and self-sufficient team, and, as a member of the leadership team, model and support our team values; collaborate with leadership team in forming general management policies and other organizational policies
- Case Management — refining and developing procedures and best practices for case development and case staffing
- Compliance — risk management, legal troubleshooting, and compliance with local rules
- Relationship management — with case team members, guiding and developing our partnership with litigation co-counsel and with allies in coalition efforts; fostering our organizational partner network
- Other duties assigned by the Executive Director

Core Skills

- Strong commitment to collaborative, inclusive, and inventive management structures
- Very strong people and listening skills; compassion, empathy, and enthusiasm for working in a highly collaborative environment
- Familiarity with legal ethics, class actions, case management, and civil procedure
- Ability to thrive in a fast-paced, experimental work environment and to adapt to shifting priorities and strategies
- Advanced project management skills
- Creative thinking
- Exceptional organization and diligence

Required Qualifications

- J.D. and bar admission to any U.S. jurisdiction
- 6+ years of affirmative civil litigation experience
- 3+ years of management experience in a legal setting

Desired Qualifications

- Nonprofit management
- Complex civil litigation experience (public enforcement, class action, *qui tam*, mass action)
- Substantive expertise in one or more of the following areas of law: antitrust, consumer, civil rights, labor, employment
- Connections to grassroots advocacy organizations, community organizers, workers' groups, unions, legal service providers, plaintiff's bars, or government enforcement agencies

Compensation and Benefits

Justice Catalyst Law offers a competitive salary and benefits package which includes an employer-sponsored medical, dental, and vision plan, a matching 401k plan (up to 4% of base salary), professional learning and development opportunities, paid bar and legal organization membership dues, flexible hours and ability to work remotely, and a generous vacation policy.

To Apply

Please submit a resume and brief personal statement to the Legal Director position at:

<https://justicecatalyst.org/about/join-our-team/>

Your personal statement should address:

1. Why you want this job
2. What in your background makes you specifically qualified for this job
3. How you might add diversity, of any kind, to the JCL team (Please note that this is optional)
4. Your management philosophy
5. The professional accomplishment of which you are most proud