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# Staff Attorney — Community Justice Unit (CJU) #23-169



New York, NY

LOCATION STATE

PRACTICE

Criminal

## Job Title

Staff Attorney — Community Justice Unit (CJU)

## Job Description

The Legal Aid Society's Criminal Defense Practice seeks one talented Staff Attorney with a deep commitment to reducing Gun and Gang Violence through Restorative Practices to join the Community Justice Unit. The Community Justice Unit provides indirect legal services, case consultations, and anti-violence services in specific catchment areas in each of the five boroughs through Crisis Management Service (Cure Violence). This public health model responds to gun violence with community services such as mediation, social services, and violence interruption. The model works on the theory that if conflicts can be worked out by people in the community, further violence can be avoided.

The CJU Staff Attorney will assist and develop new programs and work on litigation and policy, as this is a time of intense advocacy and debate on the best ways to support and protect residents in high crime neighborhoods. This position may require evening and weekend hours.

### ESSENTIAL DUTIES/RESPONSIBILITIES

- Work with community-based and faith-based organizations on Criminal Justice Reform, Restorative Practices, and Reducing Gun and Gang Violence
- Conduct workshops for young people in the impacted communities Know Your Rights during Police Encounters and Safety Precautions

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Conduct workshops for young and at-risk youth, community providers, schools, and others about common Criminal Charges and the Arrest to Arraignment Process

Assist Legal Aid clients with obtaining services involving all three Legal Aid Practices - Civil, Criminal, and Juvenile Rights

- Assist clients prior to arrest or seeking to surrender (Remote Surrenders and Invocations) using long-standing Legal Aid protocols
- Advocate on behalf of the client community with the local precinct and community agencies to address community-wide concerns
- Provide school-based advocacy for students, including those who need assistance obtaining a safety transfer
- Provide assistance and collaboration on civil matters, including immigration, housing (including NYCHA transfers), benefits, and domestic violence and family law
- Engage in affirmative litigation and policy advocacy
- Respond to CMS partners, community, stakeholders' concerns
- Assist with the 24 Hotline Mon-Sunday
- Other duties as assigned



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## Required Documents

Please submit these documents as a single combined PDF when you apply via the LAS Recruitment Portal.

- **Cover letter**
- **Resume**

**Deadline: Open Until Filled, Unless Date Is Posted Below (Deadline is 11:59 PM EST For Date Listed)**

## Location

Citywide

## Requirements

- Admission to NYS Bar
- Minimum of three years of experience as a practicing attorney as required by LAS
- Favorable consideration will be given to attorneys who have knowledge and experience in the areas of criminal defense, civil legal services, and juvenile representation
- Excellent interpersonal, communication, and organizational skills, and ability to foster constructive, collegial, working relationships with colleagues
- Strong familiarity with the Cure Violence Model
- Commitment to working in a collaborative and remote team model
- Proficiency in languages other than English is desirable but not required
- Strong Computer Literacy using Zoom, Teams, Slack, and PowerPoint

### **SALARY TRANSPARENCY**

The posting reflects the range of potential salaries for the role. The specific salary offers will be dependent on candidate qualifications, including collectively bargained salary steps for unionized roles.



Salary Range/ Salary: **\$76,407, to \$132,914**

### **SALARY AND BENEFITS**

The leadership of The Legal Aid Society believes in attracting and retaining exceptional talent committed to serving our clients. We offer a generous benefits package including health insurance, paid vacation, disability, and life insurance, and more. Salaries for our unionized jobs are governed by our Collective Bargaining Agreement. Please visit our Careers page for additional information. Salary and benefits information will be available to applicants, when and if, an offer is made.



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### **OUR COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION**

The leadership of The Legal Aid Society is committed to a work culture of zealous advocacy, respect, diversity and inclusion, client-oriented defense, access to justice and excellent representation. We are dedicated to building a strong professional relationship with each of our clients, to understanding their diverse circumstances, and to meeting their needs. Our ability to achieve these goals depends on the efforts of all of us.

### **HOW TO APPLY**

All applications must be completed online. We do not accept paper submissions. Please visit our Careers Page to review all current job postings, and instructions on the application process. For technical difficulties or questions regarding this posting, please email [jobpostquestions@legal-aid.org](mailto:jobpostquestions@legal-aid.org) (<mailto:jobpostquestions@legal-aid.org>).

As an Equal Employment Opportunity (EEO) Employer, The Legal Aid Society prohibits discriminatory employment actions against and treatment of its employees and applicants for employment based on actual or perceived race or color, size (including bone structure, body size, height, shape, and weight), religion or creed, alienage or citizenship status, sex (including pregnancy), national origin, age, sexual orientation, gender identity (one's internal deeply-held sense of one's gender which may be the same or different from one's sex assigned at birth); gender expression (the representation of gender as expressed through, for example, one's name, choice of pronouns, clothing, haircut, behavior, voice, or body characteristics; gender expression may not conform to traditional gender-based stereotypes assigned to specific gender identities), disability, marital status, relationship and family structure (including domestic partnerships, polyamorous families and individuals, chosen family, platonic co-parents, and multigenerational families), genetic information or predisposing genetic characteristics, military status, domestic violence victim status, arrest or pre-employment conviction record, credit history, unemployment status, caregiver status, salary history, or any other characteristic protected by law.



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The Legal Aid Society is an Equal Opportunity Employer -- Women, People of Color, Members of LGBTQ+ Community, Veterans and people with disabilities are encouraged to apply.

We endeavor to make this site accessible to any and all users. If you would like to contact us regarding the accessibility of our website or need assistance completing the application process, please contact us at: [JobPostQuestions@legal-aid.org](mailto:JobPostQuestions@legal-aid.org) (<mailto:JobPostQuestions@legal-aid.org>), Monday through Friday 9:30 AM to 4:30 PM.

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