



610 S. Ardmore Avenue, Los Angeles, CA 90005, Tel: (213) 385-2977, Fax: (213) 385-9089, Website: [www.publiccounsel.org](http://www.publiccounsel.org)

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## JOB ANNOUNCEMENT

### **Staff Attorney: Workplace Justice Audrey Irmes Project for Women and Girls' Rights**

#### **ORGANIZATIONAL BACKGROUND**

Public Counsel is the largest *pro bono* public interest law firm in the country. Founded in 1970, Public Counsel is dedicated to advancing equal justice under law and addressing economic, racial, and other inequities by delivering free legal and social services to the most vulnerable members of our community. Public Counsel operates eight legal projects: Children's Rights, Community Development, Consumer Rights, Homelessness Prevention, Immigrants' Rights, Veterans' Rights, Women & Girls' Rights, and Opportunity Under Law. Public Counsel has a full-time staff of over 140 and is located in Los Angeles. We seek to have a racially inclusive and diverse staff.

**The Audrey Irmes Project for Women & Girls' Rights (WGR)** was launched in May 2017, and is Public Counsel's newest program area. WGR seeks to advance equality, justice and economic opportunity for low-income women and girls through a combination of direct legal services, policy advocacy, community education, and impact litigation. The majority of our clients are women of color working in low-wage service industry jobs. Our clients include single parents, former foster care youth, DV and sexual violence survivors, women with disabilities, transgender women, and recent immigrants.

#### **WGR's key focus areas include:**

- **Workplace Justice and Opportunity:** Defending the right of low-wage workers to a safe and fair work environment free from exploitation, discrimination, and harassment; and advancing policies to combat gender discrimination and support working families.
- **Equity & Empowerment in Education (Title IX):** Addressing barriers to equal education, including sex discrimination, sexual harassment and campus sexual assault; advocating for students with caregiving responsibilities.

## **JOB SUMMARY**

Public Counsel seeks to hire a talented and highly motivated Staff Attorney to join the WGR team. The staff attorney will provide legal advice and direct representation to low-income clients and participate in gender and employment rights-related litigation. Direct services cases will focus primarily on employment rights and discrimination/ sexual harassment at work and/or school. Currently, WGR is the only legal aid organization in the Los Angeles area that represents students and workers in sex discrimination and sexual harassment/assault claims. Our clients also present with issues relating to disability, pregnancy and parenting rights, family leave, misclassification and wage theft.

The Staff Attorney will provide information, advice and counsel during WGR's weekly worker's rights clinic, and will be responsible for a caseload of direct services matters. Cases may include administrative complaints, hearings and civil litigation. The Staff Attorney will also participate in WGR's outreach, education, and advocacy efforts, and support the team in developing strong partnerships in the community. .

## **ESSENTIAL JOB SKILLS AND ABILITIES REQUIRED**

The WGR Staff Attorney position requires admission to the California Bar or willingness to take the next California Bar examination if currently a member of another state bar.

The ideal candidate will have:

- 1-3 years of legal practice, including at least 1 year in employment law (may include clinical experience and fellowships)
- Demonstrated commitment to public interest work and gender/racial/economic justice
- Fluency in Spanish preferred
- Familiarity with California and federal anti-discrimination laws (particularly FEHA, Title VII and Title IX), experience with civil and administrative procedures
- Excellent legal research, writing and advocacy skills
- Strong interpersonal skills and the ability to work in a team
- Ability to manage multiple projects simultaneously and effectively prioritize workload
- Personal or professional experience working with low-income and/or under-represented communities
- Ability to mentor law student interns
- Experience providing trauma-informed legal services
- Initiative, creativity, flexibility, and perseverance

## **START DATE AND COMPENSATION**

- Newly created, full-time exempt position available immediately. Start date negotiable.

- Attorney salaries are set on a scale corresponding to graduation year from law school starting at \$58,240 for full time attorneys in first year of practice
- Public Counsel offers a competitive benefits package including: (1) medical, dental, and vision coverage with both HMO and PPO options, (2) the option to enroll in a Flexible Spending Account, (3) a 403(b) retirement plan with elective contribution and an employer contribution after a year of employment, and (4) employer-paid life insurance and disability plans.
- Public Counsel follows all emergency state and local orders arising from the current COVID-19 crisis. Though generally this position is office based, currently all staff must work remotely from their homes. Public Counsel will assess when the physical office will reopen in a manner consistent with public health and local and state emergency orders.

## **APPLICATION DEADLINE**

Continuous until position is filled.

## **TO APPLY**

Please send a cover letter and resume via the below email address to:

Jill Thompson  
Directing Attorney, Audrey Irmas Project for Women and Girls Rights  
Public Counsel  
610 S. Ardmore Ave  
Los Angeles, California 90005  
Email: [wgrjob@publiccounsel.org](mailto:wgrjob@publiccounsel.org)

Select candidates will be invited to provide a writing sample, transcript and three references. Public Counsel will conduct interviews remotely.

*No phone calls please.*

*Public Counsel is an Equal Opportunity Employer*

*All qualified applicants shall receive consideration for employment without regard to race, color, religion, national origin, ethnic group identification, ancestry, sex, age, marital status, political affiliation, condition of physical or mental disability, gender identity or sexual orientation, in accordance with requirements of Federal and State laws.*

*All qualified applicants with criminal histories will be considered in a manner consistent with the requirements of the Los Angeles Fair Chance Initiative for Hiring.*