

## STAFF ATTORNEY POSITION – CALIFORNIA OFFICE

The National Employment Law Project (NELP) is a non-profit research and advocacy organization that partners with local communities to deliver on the nation's promise of economic opportunity. NELP is headquartered in New York City, with satellite offices located in Washington, D.C., Michigan, Washington State and California.

NELP's Second Chance Labor Project, based in Oakland, has an opening for a staff attorney position working on advocacy to reduce unfair barriers to employment of people with criminal records. Specifically, the new hire will work with a team to promote model federal, state and local policies regulating criminal background checks for employment. In addition, the position will work in California and with advocates nationally to enforce federal anti-discrimination laws that prohibit blanket hiring and firing policies that deny employment to people with criminal records.

### **Responsibilities**

- Coordinate advocacy initiatives in California, engaging key constituencies and allied organizations;
- Support federal policy initiatives, including both legislative and agency-level reforms;
- Assist in staffing an enforcement campaign to file Title VII charges with the Equal Employment Opportunity Commission targeting employment of people with criminal records;
- Provide technical support to organizing groups and policy makers;
- Evaluate data and generate reports documenting the impact of model policies that promote employment of people with criminal records;
- Represent NELP in public education forums and other outreach activities;
- Provide support for NELP's Second Chance Labor Project website.

### **Qualifications**

- Substantial experience in policy advocacy and research promoting civil rights, criminal justice and/or employment rights issues;
- Law school degree, with four to seven years of direct legal experience preferred;
- Excellent written and oral communication (Spanish-language fluency a plus);
- Demonstrated commitment to economic justice and low-income issues.

### **Compensation & Benefits**

- Compensation dependent on years of experience based on NELP's collective bargaining agreement. Excellent benefits package.

**Application Deadline:** Applications will be accepted and interviews conducted on a rolling basis. All applications must be received by May 14, 2010. To apply, send cover letter and resume to [jobs@nelp.org](mailto:jobs@nelp.org) with "Oakland Staff Attorney Application" in subject heading.

NELP is an equal opportunity, affirmative action employer. Women, people of color, the disabled, and members of the LGBT community are encouraged to apply.