

**Family Law Staff Attorney
August 2020
National Center for Lesbian Rights**

The National Center for Lesbian Rights (NCLR) seeks a highly skilled, enthusiastic, articulate and motivated Family Law Staff Attorney with 3-5 years of experience beginning October 1, 2020 (some flexibility in start date is possible). This position will focus on family law litigation (primarily appellate litigation), legislation, policy, and public education, and will work with our Family Law Director. This position will also work on our efforts to abolish and replace the existing child welfare system while also providing technical assistance to attorneys representing parents involved in the child welfare system.

This is a full-time, exempt position. NCLR is based in San Francisco, CA, but any remote location within the U.S. will be considered. Currently nearly all staff are working from home exclusively, but we hope to reopen our office in San Francisco at some point in the future.

Specific duties and responsibilities:

Work with NCLR's Family Law Director to:

- Handle all aspects of litigation in precedent-setting cases related to recognition of family relationships and parental rights, including legal research and drafting of primarily appellate level briefs.
- Provide technical assistance to attorneys representing parents in trial level family law and child welfare proceedings.
- Build and support an LGBTQ legal advocacy coalition to support the upEND movement to abolish and replace the current child welfare system (more information: <https://cssp.org/our-work/project/upend/>).
- Monitor and research issues related to legislation, regulations, and policies affecting LGBTQ parents and their children, people acting as surrogates, and sperm and egg donors.
- Provide trainings for attorneys and public education.
- Develop and update publications and other legal resources.
- Support NCLR's family law networks including NCLR'S National Family Law Advisory Council and LGBT Family Law Institute (a joint venture with the LGBT Bar Association), and participate in family law and reproductive justice coalitions.
- Represent NCLR's positions to the media and the public generally.

Qualifications:

- Law Degree, license to practice in the U.S. jurisdiction where you live, and 3-5 years litigation experience that includes legal research and high-quality legal writing.
- A high level of independence and initiative, good judgment, excellent speaking and writing abilities.
- Ability to produce the highest caliber legal work, creativity, and a willingness to work collaboratively both within the organization and with other groups and outside co-counsel.
- Ability to respond to internal and external inquiries in a timely manner and complete all products in advance of deadlines, ensuring adequate time to review and rework by Family Law Director, Legal Director, and outside co-counsel.
- Strong organizational skills and attention to detail.
- The ability to talk about legal and other complex issues in clear, persuasive terms for non-lawyer audiences.
- A demonstrated awareness of and commitment to intersectional advocacy and broader social justice issues, including racial and economic justice, feminism, reproductive justice, and an understanding of the multiple communities NCLR represents.
- Enthusiasm for the rights of LGBTQ parents and their children, as well as the work of NCLR generally, including a demonstrated commitment to public interest legal advocacy and issues that impact families specifically.

- Experience with the child welfare system and/or representing parents in family law matters is a plus.
- Willingness to travel in the event it is necessary. NCLR currently anticipates limiting travel to all but essential case travel at a minimum through at least the end of 2020. Some case appearances in other states may be necessary but unlikely for this position.

Salary and Benefits

This position is paid according to our regular attorney scale. Salary is non-negotiable and based on years since becoming barred (3-5 years): \$76,000-83,000. Excellent benefits include medical, dental, and vision insurance with a low-cost share for employees; vacation and holidays; eligibility to participate in a 401(k) plan; short-term and long-term disability insurance; life insurance; flexible spending pre-tax plans for qualified medical and child daycare expenses; and commuter pre-tax benefits.

This position includes a comprehensive training and orientation program designed to prepare a staff attorney to litigate precedent-setting family law cases and participate in family law and child welfare advocacy at the highest levels. The supervision and professional development of our staff is a high priority, and every staff person has access to a small budget for professional development annually.

About the National Center for Lesbian Rights

NCLR is a strong and effective national legal organization dedicated to achieving full civil and human rights for lesbian, gay, bisexual, and transgender (LGBT) people and their families through impact litigation, public policy work, direct legal services, and community and public education. NCLR values team and community collaboration and fosters an engaged and dynamic work culture where staff are valued and thrive.

NCLR advocates for more than 5,000 lesbian, gay, bisexual, and transgender people and their families in all fifty states each year, including LGBT seniors, immigrants, athletes, and youth. Our impact litigation serves *all* LGBT people in the United States. For more information about NCLR, please visit our website: www.NCLRrights.org.

Application

Please submit your resume, cover letter, and writing sample of under 10 pages to Maxie Bee at mbee@nclrights.org. No telephone calls or emails please.

The National Center for Lesbian Rights affirmatively values diversity and seeks to hire staff that reflects the diversity of our communities. Transgender people, non-binary people, intersex people, people of color, formerly incarcerated people, and people with disabilities are particularly encouraged to apply.

NCLR provides reasonable accommodations for the application, interview, or any other aspect of the employee selection process to applicants with disabilities. Please email ebrogden@nclrights.org to request an accommodation.

NCLR is an equal opportunity employer. NCLR is committed to providing a work environment free of harassment, discrimination, retaliation, and disrespectful or other unprofessional conduct based on sex, sex stereotype, race, color, creed, gender, gender identity, gender expression, religion, marital status, registered domestic partner status, age, national origin, ancestry, physical or mental disability, medical condition, genetic information, sexual orientation, weight, height, military or veteran status, or any other characteristic or status protected by federal, state, or local law. This policy applies to all employment practices including hiring, benefits, promotions, training, disciplinary action, and termination.

